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manpower and labour relations

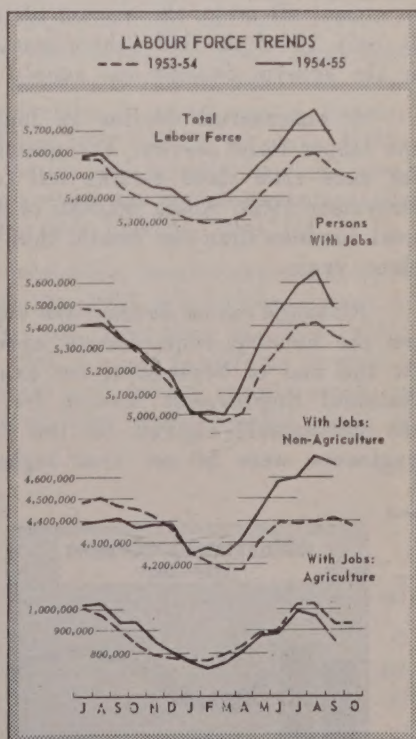
REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

EMPLOYMENT continued at record levels for the month of September, although the drop in farm employment was sharper than usual. The labour force also declined as students returned to school and employment opportunities for other part-time workers diminished. Manpower requirements in most major industries continued at record levels, especially in construction and heavy manufacturing. In general, the demand and supply of available workers continued to be well-balanced throughout the country.

The seasonal downturn in total employment usually occurs in September, for although construction, forestry, trade and other non-farm activities continue to expand, they are more than offset by declines in farming and the food-processing industries. This year, a number of circumstances combined to cause a larger drop than usual in total employment. Ideal weather conditions on the Prairies resulted in an early and short harvest, despite a better-than-average crop. Logging operations in the main forest areas of British Columbia were temporarily suspended because of fire hazard and in Ontario, production in automobile and supplier firms was disrupted by model change-



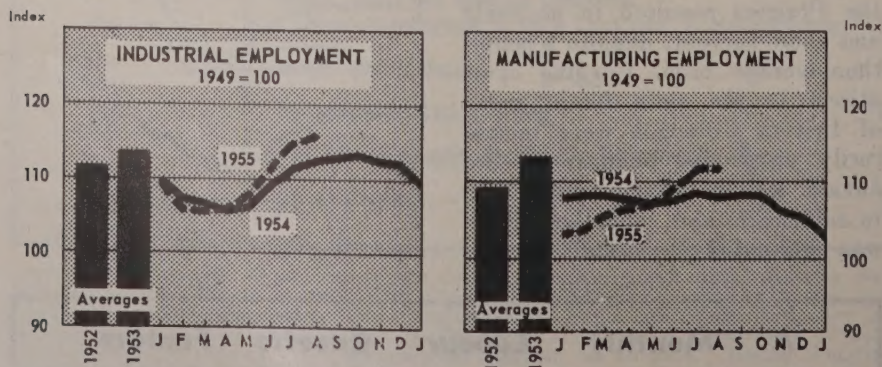
overs and strikes. These factors combined to prevent an expansion of non-agricultural employment.

The results are reflected in the labour force survey estimate of mid-September. The number of persons with jobs was estimated at 5,495,000, a total 146,000 lower than in the mid-August survey but 158,000 higher than at the same date last year. About 116,000 of the total decline during the month occurred in agriculture. Non-farm employment was 30,000 lower than in the previous month but still almost one-quarter of a million, or more than 5 per cent, higher than last year. All regions shared in this year-to-year increase, the largest proportional gain (7 per cent) occurring in the central provinces. In Ontario, the main contributing factor was the upturn in the manufacture of consumer durables and primary iron and steel, while in Quebec, the greatest increases were in mining and construction.

Unemployment fluctuated, within narrow limits, around its low point for the year. The number of persons without jobs and seeking work was estimated to be 138,000 at mid-month, an increase of about 5 per cent over the previous month. The number of persons registered for work with the National Employment Service also showed relatively little change, although the total was still declining at the end of September. The number of areas in which NES registrations increased during the month was about equal to the number of areas in which registrations decreased and in almost all areas the amount of increase or decrease was insignificant. In only 10 of the 109 labour market areas was there sufficient change in the general demand and supply of labour to warrant reclassification.

A substantial decline in long-term unemployment is indicated in the labour force survey. The estimated number of persons seeking work for more than three months fell to 32,000, the smallest number since December 1953. About 66,000, or 48 per cent of the total were seeking work for less than one month; this is the highest proportion in more than three years.

Although labour demand and supply were generally in balance throughout the country, requirements were very strong in certain occupations. At the end of September, for example, job vacancies listed with the National Employment Service for draughtsmen were more than double the comparable figures for the past two years, while vacancies for engineers were 60 per cent higher. Vacancies for secretaries, which



showed some decline last year, were back to the 1953 level. In about half the occupations, job opportunities reported to the NES were greater than two years ago. Opportunities existed, in addition to those mentioned above, for machinists, toolmakers, die setters, sheet metal workers, auto mechanics and most construction occupations.

Industrial Distribution

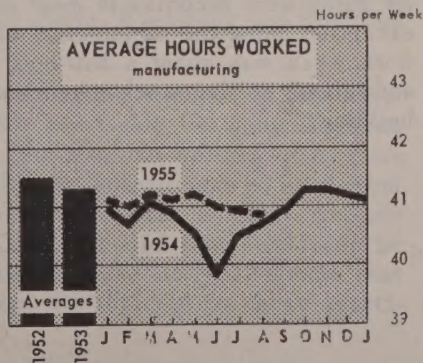
The statistics on the industrial distribution of employment reflect the substantial upswing that occurred during the spring and summer this year. Altogether, non-farm employment increased by 440,000 between March and August, re-establishing the long-term upward trend that was interrupted last year. In manufacturing and transportation, which suffered the heaviest layoffs last year, employment was expanding but was still below the 1953 level. In construction, employment had fully recovered the 1953 level while steady gains in the forestry, mining, trade and service industries boosted the employment total.

Manufacturing establishments reporting to DBS for August 1955 showed further gains over 1954, although the total was still 3 per cent below the comparable 1953 figure. Here, too, there were wide differences between various industry groups; the situation in the great majority, however, had improved markedly since the early part of this year. With the exception of leather and clothing, employment in the manufacture of consumer goods had recovered to the 1954 level and there were indications of further gains during the fall months. A similar trend was apparent in the production of most basic materials. In metal mining, forestry and petroleum processing, employment was from 4 to 13 per cent higher than in August 1953. Employment in textile and primary iron and steel had not yet recovered to the level of two years ago but was substantially higher than last year and further gains were expected this fall.

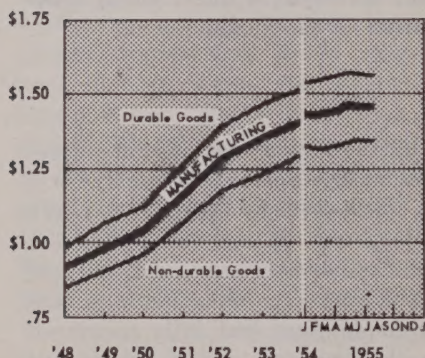
In a relatively small number of industries, employment was lower than last year and still further below the 1953 level. Employment in shipbuilding, for example, was 11 per cent lower than in August 1954 and 21 per cent lower than in August 1953. Similar conditions were true of the aircraft, machinery, farm implement and railway rolling stock industries, although the employment trend has turned upward again in most of these industries.

Labour Income

Labour income rose to new heights this summer as a result of continuing gains in employment, earnings and hours worked. For July, labour income was estimated at \$1,093,000, which was 7 per cent more than for July 1954. Since prices have shown little or no change during this period, the increases in real and money incomes have been about the same.



AVERAGE HOURLY EARNINGS MANUFACTURING



Average hourly earnings of factory workers were \$1.45 in July, down a fraction from the previous month but 3.5 cents higher than in July 1954. This gain was slightly greater than the annual increase registered earlier this year but it did not approach the year-to-year gains made in 1951 and 1952 (see accompanying chart). The increase this year in the durable goods industries was 4 cents, bringing hourly earnings in this group to \$1.56. The sharpest increases, amounting to 6 cents, were recorded in the earnings of non-ferrous metal and transportation equipment work-

ers. Earnings in non-durable goods industries rose by 3 cents over the year to \$1.34. The outstanding gain in this group occurred in the manufacture of petroleum and coal products, where hourly earnings rose from \$1.88 to \$1.99 over the year. Relatively moderate increases occurred in all other industries except clothing, which recorded a slight decrease.

The actual number of hours worked per week was reduced slightly during July and August, partially as a result of short-term strikes and layoffs in the automobile industry. In most parts of manufacturing, however, the work week was more than half an hour longer, on the average, than last year. This substantial gain has taken place in the face of a progressive shortening of the standard work week through union-management negotiations. Results of an annual survey of working conditions, covering 800,000 workers, show that at April 1, 1955, 58 per cent of non-office workers were employed in establishments with a standard work week of 40 hours or less compared with 53 per cent and 43 per cent, respectively, in 1954 and 1953. The actual hours worked in manufacturing, as reported to DBS, averaged 40.8 hours for the first seven months of this year, compared with 40.3 hours for the comparable period in 1954. At the beginning of July, average hours worked were more than half an hour greater than a year earlier in all non-durable goods industries, except paper products, printing and petroleum processing. Similar gains were recorded in most durable goods industries, the important exception being the manufacture of transportation equipment. The actual work week was about a half-hour shorter than last year in the aircraft and railway rolling stock industries and almost two hours shorter in shipbuilding.

Labour-Management Relations

DURING the past month, collective agreements were reached in several industries, including metal mining, coastal shipping and aircraft manufacturing. Negotiations were still in progress in sections of the automotive, agricultural implement, metal fabricating, electrical apparatus and logging industries. Time lost through strikes and lockouts during September was considerably more than for the preceding month and the corresponding period in 1954.

Moderate improvements in working conditions of office workers in the manufacturing industries were indicated in the Department's annual survey of working conditions, dated April 1, 1955. This pointed to the continuance of the trends noted over the last few years.

Recent Settlements and Current Negotiations

Automobiles - At mid-October, the strike of employees at General Motors of Canada, Limited, was continuing. The work stoppage involved 15,000 auto workers in five Ontario plants where five-year agreements terminated last June. The company and the United Automobile Workers (CIO-CCL) have not been able to reach final agreement over union demands, which included a wage increase, a layoff benefit plan and several other contract changes. After the union declined to submit a brief to a conciliation board, the board filed a majority report early in September, making no recommendations towards a settlement, since it had not had the opportunity to hear the union's case. Post-conciliation talks between the parties having failed, the union went on strike on September 19. The Labour Relations Board of Ontario turned down a company request that the work stoppage be declared illegal because the union had failed to notify the company of its intention to terminate the contract.

Agricultural Implements - The United Automobile Workers took the same stand before a conciliation board in its contract negotiations with the Massey-Harris-Ferguson Company, Limited, by refusing to submit a brief. The union representatives took the position that they wanted to complete the legal conciliation procedure as soon as possible in order to resume direct negotiations with the company. The union is seeking a wage increase of 10 cents per hour and other collective agreement changes. Nearly 5,000 plant workers at Toronto, Woodstock and Brantford are affected by these negotiations.

Metal Fabricating - A board of conciliation reported in September in the dispute between the Canada Wire and Cable Company, Toronto, Ont., and the United Electrical, Radio and Machine Workers of America (indep.). Despite the union's request that the board report no settlement and make no recommendations, the chairman and the company nominee filed a majority report in which they recommended that employees be granted a 4-per-cent wage increase and that the daily 10-minute rest period be abolished. Some 1,300 workers are affected by these negotiations.

Metal Mining - Two important agreements were reached recently between mining companies and the United Steelworkers of America

(CIO-CCL). These two contracts are the first to provide for a reduction in hours from 48 to 44 per week in several of the mines in Northern Ontario and Quebec where the Steelworkers' union represents the workers.

At Noranda, the one-year agreement between the United Steelworkers and Noranda Mines, Limited, provided that the 44-hour week is to be worked at the rate of six days one week and five days the next. The contract also included a wage increase to compensate for the reduction in hours and an additional increase of $3\frac{1}{2}$ per cent.

The other agreement covers employees of the Canadian Johns-Manville Co., Limited, at Matheson, Ont. The agreement, which extends to June 1957, provides that the work week will be reduced from 48 to 44 hours effective June 1, 1956. An immediate wage increase of 3 cents per hour and a change from departmental to plant-wide seniority were also included in the new contract.

The steelworkers are also requesting a reduction of hours to 44 per week and other contract changes in their current negotiations with gold mining companies in Northern Ontario, including the Hollinger Consolidated Gold Mines, Limited, at Timmins and eight other companies.

Construction - A two-year agreement was reported between the AFL-TLC labourers' union and the General Contractors Association covering construction labourers in Vancouver and the Fraser Valley. Wage rates were increased by 3 cents, retroactive to September 1, with another 3-cent increase to become effective April 1, 1956.

Aircraft - At the time of writing, no settlement had been effected in the three-month old strike at de Havilland Aircraft of Canada, Limited, Downsview, Ont. The United Automobile Workers (CIO-CCL), representing the 2,000 plant workers, had requested a wage increase, the union shop and other contract changes.

The International Association of Machinists (AFL-TLC) reached an agreement covering 3,000 office and design employees of Avro Aircraft, Limited, and Orenda Engines, Limited, at Malton, Ont. Salaries are increased by 3 per cent and the company assumes the full cost of the group health and life insurance program. The 10,000 production workers at these two plants, also represented by the same union, recently won similar benefits under a separate contract with the employer (L.G., Aug., p. 889).

Electrical Apparatus - No agreement had been reached in the negotiations between the Canadian Westinghouse Company, Limited, and the United Electrical, Radio and Machine Workers of America (indep.). A conciliation board reported early in October that it had failed in its efforts to mediate the contract dispute. Union demands for the 4,500 Hamilton plant workers involved were reported to include a wage increase of 8 cents per hour and improved pensions. The company requested changes in the seniority and incentive rates clauses.

Water Transportation - An agreement was reached between the Canadian Pacific Railway and the Seafarers International Union (AFL-TLC) covering some 450 seamen engaged in freight and passenger

transportation along the coast of British Columbia. Under the terms of a two-year agreement, wages were increased by 7½ per cent, retroactive to last June 1, with a further increase of 4 per cent scheduled for June 1, 1956.

Work Stoppages

Time lost through strikes and lockouts, increased in September over that in the previous month and in September 1954. Preliminary figures for September 1955 indicate 32 work stoppages in existence, involving 22,547 workers with a time loss of 212,400 man-days. In August 1955, there were 25 strikes and lockouts, involving 6,442 workers with a time loss of 92,525 man-days, and in September 1954 the totals were: 21 strikes and lockouts, 9,815 workers involved and a loss of 127,582 man-days.

Working Conditions Survey

The April 1955 survey of working conditions revealed a continuance of the trends in working conditions of office employees in manufacturing establishments that have characterized the past several years; changes from 1954 were only moderate. There was evidence of some shifting to a 37½-hour week from slightly longer schedules. The proportion of employees working a five-day week remained at close to 90 per cent. A percentage distribution of office employees by length of the standard work week is shown in the accompanying table.

Standard Work Week	Percentage of Office Employees Covered by Survey		
	April 1955	April 1954	April 1953
35 hours and under.....	12.0	11.9	9.9
Over 35 hours and under 37½	9.9	9.1	9.5
37½ hours	38.2	34.9	30.1
Over 37½ hours and under 40	12.0	15.0	19.1
40 hours	20.0	21.0	21.2
Over 40 hours	7.9	8.1	10.2
On 5-day week.....	89.1	88.5	84.1

More than 90 per cent of the employees were paid for seven or more statutory holidays and more than 80 per cent for eight or more such holidays. This is substantially the same as in 1954.

The proportion of employees in establishments providing three weeks' vacation with pay was higher in 1955 (69 per cent) than in 1954 (64 per cent). The most striking change over the past year, however, was in the proportion of employees in plants where three weeks' vacation is granted after 15 years' service — 51 per cent, compared with 43 per cent in 1954. Well over 7 per cent of the employees were in plants which granted four weeks' vacation after 25 years.

About three-quarters of the total office employees surveyed were covered by pension plans and about nine-tenths by group life insurance, hospitalization and surgical benefit plans. Physicians' services in hospital were available to about three-quarters of the total and physicians' home and office calls to almost half. Cash compensation for wage loss was reported by establishments covering about 60 per cent of the employees. For all but the last of these items the proportions were slightly higher than in 1954.

Manpower Situation in Local Areas

DEMAND for labour continued strong almost everywhere across the country during September. The usual seasonal drop in employment was, however, evident in a number of areas. Of the 109 areas under review, 50 showed an increase in job applicants during the month, while 59 showed either a decline or no change. Only ten areas were reclassified into different labour market categories during the month: one from substantial to moderate surplus, one from moderate to substantial surplus, two from moderate surplus to balance, three from balance to moderate surplus and three from shortage to balance. At the end of the month, 12 areas, representing 8 per cent of total paid workers, were in the surplus categories; 95 areas, representing 89 per cent, were in balance; and two areas, representing 3 per cent, were in shortage. A year earlier 36 areas, representing 28 per cent of paid workers, were in surplus and 73 areas, representing 72 per cent, were in balance.

Areas with tighter labour supplies were concentrated in the industrial centers, where employment in construction and manufacturing continued to increase. On the other hand, labour became more plentiful in some of the smaller areas. Completion of the harvest reduced requirements in some of the rural areas in the Ontario and Prairie regions and woods closures because of fire danger temporarily released a large number of workers in British Columbia. Retooling in the automobile industry resulted in changes in labour market classifications in three areas. Rehiring at Ford and Chrysler brought Windsor back from the substantial to the moderate surplus category by the end of September and the closure for retooling followed by the strike at General Motors brought Oshawa into the substantial and Lindsay into the moderate surplus categories.

Only in the Prairie region were some areas still in the labour shortage category at the end of September. Continuing demand for construction and oil exploration workers in Edmonton and construction and farm workers in Swift Current kept these two areas in shortage. All other areas in the Prairie region had approximately balanced labour markets by the end of the month.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Oct. 1 1955	Oct. 1 1954	Oct. 1 1955	Oct. 1 1954	Oct. 1 1955	Oct. 1 1954	Oct. 1 1955	Oct. 1 1954
Metropolitan	—	1	1	2	9	8	1	—
Major Industrial	1	1	7	18	19	8	—	—
Major Agricultural	—	—	—	1	14	13	—	—
Minor	—	—	3	13	53	44	1	—
Total	1	2	11	34	95	73	2	—

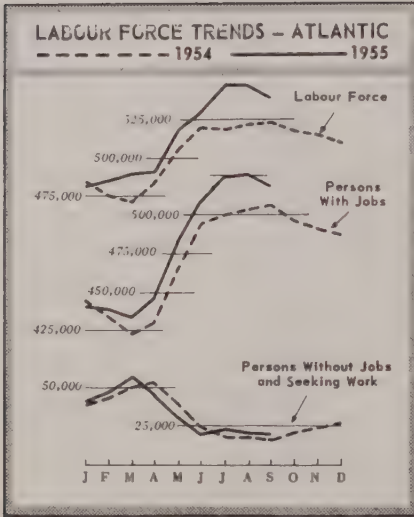
*See inside back cover *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, October 1, 1955

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)		→ WINDSOR	Calgary Hamilton Montreal Ottawa - Hull Quebec - Lévis St. John's Toronto Vancouver - New Westminster Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	OSHAWA ←	Corner Brook Cornwall Farnham - Granby New Glasgow Saint John Sydney Trois Rivières	→ BRANTFORD Fort William - Port Arthur Guelph Halifax Joliette Kingston Kitchener → LAC ST. JEAN London Moncton Nagara Peninsula Peterborough Rouyn - Val d'Or Sarnia Shawinigan Falls Sherbrooke Sudbury Timmins - Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)			Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Therford - Magentic - St. Georges Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)		CHILLIWACK ← CENTRAL VANCOUVER ← ISLAND ← LINDSAY ←	Bathurst Beauharnois Belleville - Trenton Bracebridge Brampton Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Gaspe Goderich Grand Falls Kamloops Kentville Lacate - Ste. Therese Listowel Medicine Hat Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sault Ste. Marie → SIMCOE → Ste. Agathe - St. Jerome St. Hyacinthe St. Jean St. Stephen St. Thomas Sorel Stratford Summerside → TRAIL - NELSON Truro Walkerton → WEYBURN Woodstock - Ingersoll Woodstock, N.B. Victoriaville Valleyfield Yarmouth	Swift Current

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

ATLANTIC



THE employment situation changed very little in the Atlantic region during September. As usual, a reduction in the labour force occurred following the opening of high schools and universities; employment declined seasonally but somewhat less than the labour force, thus reducing unemployment slightly. Staff reductions during the month were not confined to any particular industry, though the most notable decreases occurred in the service occupations. On the other hand, the logging and construction industries hired additional workers during September. Skilled construction workers were

scarce in many areas but the supply of unskilled labour was generally adequate. Confectionary plants showed the usual seasonal pick-up in activity as production for the Christmas trade began. At September 17, the total number of persons with jobs was estimated at 519,000, a decline of 7,000 from the previous month but an increase of 13,000 over the figure at September 18, 1954.

All provinces of the region shared in the year-to-year increase in employment. The improvement was most noticeable in New Brunswick and least pronounced in Nova Scotia. For the region as a whole, manufacturing employment showed virtually no change from a year earlier; construction and logging employment, on the other hand, recorded sizeable gains. Cutting quotas for pulp, lumber and pit props were larger this summer than last and all major sectors of building construction increased in activity. As a result of increased income from these activities, trade and service establishments also were busier than a year ago. It is significant that the areas with relatively little heavy industry accounted almost entirely for the year-to-year reduction in registrations for employment. Logging and lumbering play a major role in the economy of these areas, and were chiefly responsible for the fuller use of available labour supply.

Employment changes during the month were not of sufficient significance to warrant reclassifications of any area. At October 1, classification of the 21 areas in the region was as follows (last year's figures in brackets): in balance 17 (11); in moderate surplus 4 (10).

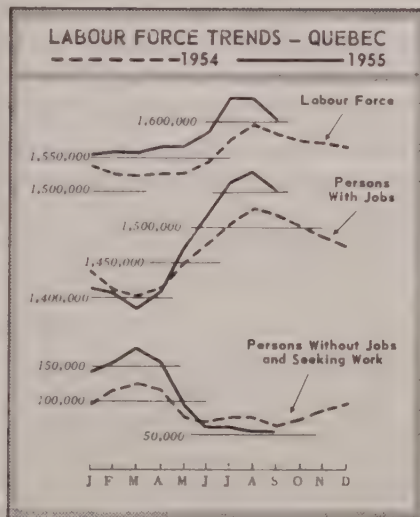
Local Area Developments

St. John's (metropolitan). Remained in Group 3. Unemployment decreased considerably in this area during September and, although the classification of the area remained unchanged, labour requirements were higher than in August. The logging industry showed the most marked improvement; many camps opened during the month, resulting in a steady demand

for pulp cutters. In addition, construction labour requirements increased, the seasonal peak in this industry being reached somewhat later than usual. Fishermen continued to bring in heavy catches, providing a very busy season for fish packing. Total employment in the area was higher than a year earlier.

QUEBEC

LABOUR requirements remained strong in Quebec during September. The larger logging camps were hiring approximately 6,000 men a week, about the same number as in 1954; the construction industry also continued to be very active. During the month, approximately 4,000 men from Rivière du Loup and nearby areas moved to the State of Maine for potato picking. Farm employment in Quebec decreased seasonally and accounted for almost the entire employment decline in the region. At September 17, persons with jobs were estimated to number 1,551,000, a decrease of 27,000



from mid-August but an increase of 32,000 from mid-September 1954. Unemployment showed little change during the month since the labour force also decreased, following the withdrawal of students and married women who had worked during the summer months.

Most centres in the Eastern Townships reported balanced labour demand and supply this year, compared with a moderate surplus last year. In the first half of 1955, textile employment in most of these areas remained stable, after having recorded a substantial rise. Construction generally was more active than a year earlier.

Quebec labour markets remained in the same categories as at September 1, except Lac St. Jean, which was reclassified from the moderate surplus to the balanced category. At October 1, the classification of the 24 areas in the region was as follows (last year's figures in brackets): in balance, 22 (13); in moderate surplus, 2 (11).

Local Area Developments

Montreal (metropolitan). Remained in Group 3. Employment in the railway equipment industry, which has been at a low level for several years, was increasing as a result of large domestic and foreign orders. Seasonal industries in Montreal were active with adequate supplies of labour in all but a few skilled trades.

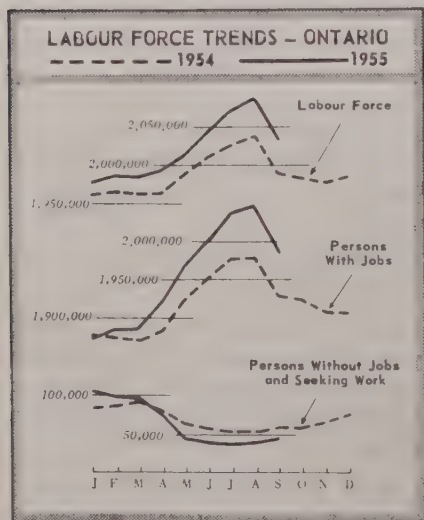
Quebec-Lévis (metropolitan). Remained in Group 3. Because of the high level of construction, men were difficult to obtain for employment in the logging industry during September. Shortages of waitresses and service workers were met by the closing of tourist resorts and summer hotels. Shoe factories were seasonally active causing a shortage of experienced leather stitchers.

Lac St. Jean (major industrial). Reclassified from Group 2 to Group 3. With logging operations on a larger scale than last year, labour supplies were temporarily inadequate to meet requirements in the forestry industry. Construction continued to be extremely active. The additional potroom under construction at the Aluminum Company of Canada plant at Isle Maligne resulted in the hiring of several hundred workers during September.

Farnham-Granby (major industrial). Remained in Group 2. Moderate surpluses have continued in the area during the summer despite a considerable amount of hiring in the textile industry. Labour requirements of the construction industry were moderate with ample supplies available.

Trois-Rivières (major industrial). Remained in Group 2. Labour surpluses in the area had largely disappeared by September. The cotton textile industry was employing more persons than a year ago, although relatively little hiring occurred during the month. Shortages of workers were reported in the construction and forestry industries.

ONTARIO



EMPLOYMENT in most industries in Ontario remained close to peak levels during September. Seasonal reductions in the agricultural and tourist resort industries together with the slower production of motor vehicles during model change-over resulted in about the usual decrease in employment for this time of year. At September 17, 1,986,000 persons were estimated to have jobs, a decline of 62,000 from the previous month but an increase of 58,000 from the previous year.

High levels of production in the construction and manufacturing industries were chiefly responsible

for the continuing strong labour demand throughout the region during September. Additional local shortages of some skills developed in the construction and metalworking trades. By the end of the month, hiring of bush workers for the fall and winter season was well under way. Two of the major automobile manufacturers began production of 1956 models early in September but rehiring at these plants was partially offset by lay-offs for retooling at other plants.

The total number of areas in the surplus and balanced categories changed little during the month but five areas were reclassified: Windsor from substantial to moderate surplus, Oshawa from moderate to substantial surplus, Brantford from moderate surplus to balance, Lindsay from balance to moderate surplus and Simcoe from shortage to balance. At October 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in balance 30 (20), in moderate surplus 3 (12); in substantial surplus 1 (2).

Local Area Developments

Hamilton (metropolitan). Remained in Group 3. The iron and steel industries continued at capacity production. Shortages of cement and steel caused some temporary delays in construction jobs. Engineers, skilled metal tradesmen and skilled textile workers were still in short supply but completion of one large construction job eased the supply of bricklayers, carpenters and cement workers.

Ottawa-Hull (metropolitan). Remained in Group 3. Little change occurred in the labour market. Skilled construction tradesmen were still scarce and shortages of machinists and machine shop workers were developing.

Toronto (metropolitan). Remained in Group 3. Employment in construction and in nearly all manufacturing industries continued to increase. Engineers, skilled metalworkers, construction tradesmen and textile workers were in short supply.

Windsor (metropolitan). Reclassified from Group 1 to Group 2. Ford and Chrysler resumed production following closures for retooling.

Brantford (major industrial). Reclassified from Group 2 to Group 3. Increased hiring in the iron and steel, textile, construction and radio and television industries brought the area into balance.

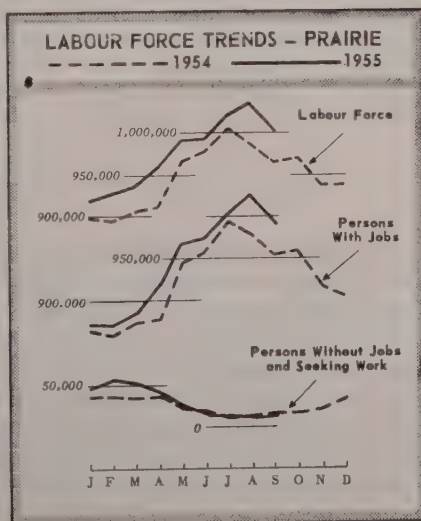
Oshawa (major industrial). Reclassified from Group 2 to Group 1. During the early part of the month workers at General Motors were laid off in preparation for model change-over. They went on strike before retooling was completed. Many of these workers are seeking temporary jobs.

Lindsay (minor). Reclassified from Group 3 to Group 2. Layoffs at General Motors in Oshawa affected this area.

Simcoe (minor). Reclassified from Group 4 to Group 3. Early frost damaged the remainder of the tobacco crop thus reducing the demand for harvesters.

PRAIRIE

TOTAL employment declined seasonally in the Prairie region during September, as farm labour requirements decreased following the early peak in grain harvesting. Despite the early and short harvest season, total employment declined somewhat later than usual since non-farm activities continued to expand. During the month, many workers released from farm jobs were being absorbed in forestry and construction. The supply of skilled construction workers was scarce throughout most of the region but demands for unskilled workers were being met in most areas. An unsatisfied demand for pulp cutters,



however, resulted in orders being circulated throughout the region by NFS offices. The total number of persons with jobs at September 17 was estimated at 989,000, a decline of 36,000 from August 20 but an increase of 37,000 from September 18, 1954. Unemployment showed virtually no change during the month since the reduction in the number of persons with jobs was matched by a seasonal contraction of the labour force.

While the pick-up in employment was centered in logging and construction, most non-farm activities showed continued buoyance during the month. Some improvement occurred in coal mining in Saskatchewan and Alberta. In addition, employment in oil drilling and exploration and development continued to expand.

One local labour market area was reclassified during the month from the shortage to the balanced category. At October 1, 1955, the classification of the 20 areas in the region was as follows (last year's figures in brackets): in shortage 2 (0); in balance 18 (20).

Local Area Developments

Calgary (metropolitan). Remained in Group 3. The employment situation changed little during September. Labour demand and supply were in approximate balance though only a slight change would have brought the area into the shortage category. Small layoffs occurred in iron and steel manufacturing. On the other hand, labour requirements strengthened in construction and trade establishments. Bricklayers, plasterers, painters, engineers, draughtsmen, surveyors and geophysical computers continued to be scarce.

Edmonton (metropolitan). Remained in Group 4. Peak employment was maintained in the area during September. An above-average grain crop was harvested but no serious shortages of farm labour were reported. Oil and gas exploration and drilling were very active during the month and the building industry continued to expand. Contracts awarded during the month amounted to \$7,000,000 for all sectors of construction. Almost all construction skills were scarce but no acute shortages were reported.

Winnipeg (metropolitan). Remained in Group 3. Employment continued at a notably higher level than a year earlier, largely because of the record volume of construction.

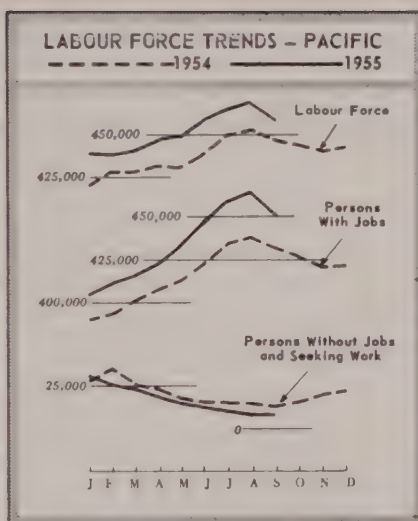
Weyburn (minor). Reclassified from Group 4 to Group 3.

PACIFIC

EMPLOYMENT in the Pacific region during September remained buoyant, although some seasonal reductions occurred, particularly on farms. The logging and sawmilling industries maintained peak production for most of the month, except for a brief period when fire hazard prevented logging operations in the main forest areas. Most sections of manufacturing were very active, especially sheet metal, cement, paint, sash and door and furniture factories. The construction industry continued to be very active and several large projects that are expected to begin shortly will provide a strong stimulus to employment during the next several months. Apple pickers were in strong demand during the month. Rail traffic

throughout the region was heavy and ocean shipments of grain and other commodities provided employment for stevedores. In the week ended September 17, an estimated 450,000 persons had jobs, 14,000 fewer than in August but 18,000 more than in September 1954. Unemployment showed virtually no change during the month since the reduction in the number of persons with jobs was matched by a seasonal contraction of the labour force.

During September, two labour market areas were reclassified from shortage to balance. At October 1, the classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 8 (9); in moderate labour surplus, 2 (1).



Local Area Developments

Vancouver - New Westminster (metropolitan). Remained in Group 3. Early in the month, 8,000 loggers were idle because of fire hazard; otherwise the forest industries maintained full production. Manufacturing industries were busy. The construction industry was very active and practically all tradesmen were employed.

Victoria (major industrial). Remained in Group 3. Logging was suspended during the first week of September because of fire hazard but later full production was resumed. Capacity operations continued in sawmilling, with markets firm. Machine shops, sheet metal shops and shipbuilding yards were very busy. The demand for construction labour was steady throughout the month.

Chilliwack and Central Vancouver Island (minor). Reclassified from Group 3 to Group 2.

Trail - Nelson (minor). Reclassified from Group 4 to Group 3.

The logging industry has been one of the stabilizing factors in the labour market during the past year. Employment in the industry exceeded the level of the preceding year from the beginning of the active logging season in September 1954 to its close in March 1955. A slight year-to-year drop occurred in April because of the early completion of hauling operations this year but in May employment was again higher than a year earlier. At the beginning of August, the latest date for which statistics are available, a year-to-year increase of 8 per cent was recorded.

Current Labour Statistics

(Latest available statistics as of October 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 17	5,633,000	- 2.4	+ 2.3
Persons with jobs	Sept. 17	5,495,000	- 2.6	+ 3.0
At work 35 hours or more	Sept. 17	5,009,000	+ 0.6	+ 3.5
At work less than 35 hours.....	Sept. 17	319,000	+ 5.3	- 7.8
On short time	Sept. 17	23,000	-25.8	-14.8
Usually work less than 35 hours.....	Sept. 17	206,000	+10.8	+ 6.7
Other reasons.....	Sept. 17	90,000	+ 4.7	-28.6
With jobs but not at work.....	Sept. 17	167,000	-53.4	+ 9.9
Laid off full week	Sept. 17	11,000	+22.2	0.0
Other reasons	Sept. 17	156,000	-55.3	+10.6
Paid workers	Sept. 17	4,264,000	- 1.0	+ 5.8
In agriculture	Sept. 17	122,000	-14.1	-20.8
Non-agricultural	Sept. 17	4,142,000	- 0.6	+ 6.8
Persons without jobs and seeking work..	Sept. 17	138,000	+ 5.3	-17.9
<i>Registered for work, NES (b)</i>				
Atlantic	Sept. 15	20,617	- 9.9	-16.3
Quebec	Sept. 15	54,466	- 6.0	-22.2
Ontario	Sept. 15	69,259	- 9.2	-29.5
Prairie	Sept. 15	21,160	- 7.7	-18.0
Pacific	Sept. 15	20,804	+17.0	-16.5
Total, all regions.....	Sept. 15	186,306	- 5.8	-23.5
<i>Ordinary claims for Unemployment</i>				
Insurance benefit	Sept. 1	129,756	- 7.3	-32.2
Amount of benefit payments	August	\$8,727,318	- 2.5	-27.7
Industrial employment (1949=100)	August 1	116.0	+ 0.6	+ 3.3
Manufacturing employment (1949=100).....	August 1	111.5	- 0.1	+ 3.2
Immigration	1st six months	58,417	-	-31.9
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	Sept.	212,400	-	+28.4(c)
No. of workers involved	Sept.	22,547	-	+24.4(c)
No. of strikes	Sept.	32	-	-10.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	August 1	\$61.09	+ 0.4	+ 3.2
Average hourly earnings (mfg.)	August 1	\$ 1.45	0.0	+ 2.9
Average hours worked per week (mfg.)	August 1	40.8	- 0.3	+ 0.2
Average weekly earnings (mfg.)	August 1	\$59.16	- 0.3	+ 3.2
Consumer price index (av. 1949=100)	Sept. 1	116.8	+ 0.3	0.0
Real weekly earnings (mfg. av. 1949=100)	August 1	122.6	+ 0.7	+ 3.7
Total labour income..... \$000,000	July	1,093	+ 0.2	+ 7.5
<i>Industrial Production</i>				
Total (average 1935-39=100).....	July	265.8	- 4.1	+11.4
Manufacturing	July	268.0	- 5.4	+11.1
Durables	July	322.8	- 4.1	+13.5
Non-Durables	July	232.9	- 6.7	+ 9.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Govt. Departments Told To Aim for Winter Jobs

The Federal Government has launched a four-point internal program aimed at reducing seasonal unemployment during the winter, Public Works Minister Winters said recently at a meeting of the Union of Nova Scotia Municipalities in Halifax.

A policy aimed at providing the maximum amount of winter employment, he said, had been laid down in a Cabinet directive sent out to all government departments and agencies. The four main steps ordered in the directive were that: (1) government departments and agencies should arrange their construction plans so that the work would be timed to provide the greatest amount of winter employment in the construction trades; (2) alterations and repairs to government buildings should be carried out as far as possible during the winter time; (3) purchase of supplies from private industry should be timed so as to provide the maximum amount of employment during the winter; and (4) each department and agency should make the disposition of staff, financial and other arrangements necessary to give effect to this directive.

The Minister cited the report of the National Employment Committee, which laid great emphasis on both the need for, and the possibility of increasing, winter employment in the construction industry, in which even now, in spite of lessening in seasonal fluctuations, there were 25 per cent fewer men employed in winter than in summer. He mentioned the Department of Labour's radio broadcasts of last winter, designed to encourage the public, industry and business to carry out maintenance, redecorating, renovating and purchasing of supplies during the winter.

(Last winter's program to increase employment among those out of work because of seasonal factors, conducted by the Department of Labour and the National Employment Service and in which local employment offices and local employment committees played leading roles, had such

encouraging results that a similar plan with increased support from the Department and NES is planned for this winter. One city in Ontario reported a drop of 500 in the number of unplaced applicants registered at the local employment office when the campaign was at its peak.)

Mr. Winters also mentioned the Mooretown housing development in Ottawa (see p. 1144), a low-rental housing project which had kept 40 men employed all the winter, and in which costs had been found to be even lower than usual, because supplies were delivered more promptly during the slack season.

It has been fairly generally established, said Mr. Winters, that by the adoption of new techniques, the use of new materials and equipment, and above all with careful advance planning, there is no real barrier to carrying out construction activities during the winter months.

What government can do directly is limited, he said; to a great extent its role is educational. During the past few years it has been trying to promote positive action, and has been studying the problem in co-operation with employer and labour groups and with the provincial governments. There is evidence that a great many employers, not only in construction, but also in other seasonal industries, are alive to the problem and are developing methods of stabilizing employment.

Church Praises Efforts To Aid Seasonal Jobless

In a statement on unemployment, based on what was described as "the present moderately serious situation and the approach of colder weather," the United Church evangelism and social service committee last month praised efforts being made to aid the jobless.

The efforts of government, industry, organized labour and agriculture to reduce seasonal unemployment were commended by the committee executive, who urged church members to do all in their power to help these groups achieve their objectives.

Dr. J. R. Mutchmor, executive secretary, said that part of the dominion-provincial relationship improvement was Ottawa's recognition that it must enter fully into the unemployment field.

Unemployment costs cannot be met, the executive held, by municipalities whose main source of tax revenue comes from taxes on property. It expressed regret that achievement in work projects had been meagre.

Extend Jobless Insurance To Seven New Categories

Seven new categories of Canadian workers have become insurable under the Unemployment Insurance Act by an Order in Council published in the *Canada Gazette* on September 14.

The seven categories include: persons employed in connection with breeding or raising of poultry; chick hatching; preparation and marketing of poultry; egg grading; or breeding or raising of race horses, saddle horses or light harness horses; unless such undertakings are carried on as part of farming operations.

Also included are: persons employed in landscape gardening; or the maintenance of public, private or commercial parks or gardens; unless such work is part of the employer's vegetable, fruit or general farming operations, or is performed in connection with the employer's nursery or greenhouse.

In general, those employed in agriculture or horticulture are not insurable under the Act.

Women's Bureau Making Survey of Working Wives

The recently organized Women's Bureau of the Department of Labour will conduct a survey of married women who are working for pay. The survey will be the first of its kind ever undertaken in Canada.

In announcing the Department's intention, the Hon. Milton F. Gregg, Minister of Labour, said the survey was important because of the large and growing participation of married women in the Canadian labour force. Slightly more than 12.1 per cent of Canada's married women are working for pay. Of the 5,641,000 men and women actually in jobs as at August 20, 1,268,000 were women, and 464,000 of them were married—slightly more than one in three.

The survey is being conducted with three general aims in mind. The first is to find out the types of jobs performed by married women in the labour force and their attitudes and plans in relation to their jobs. They will be asked about their training and experience to find out if they have occupational qualifications which are not being utilized in the jobs they are doing.

The second general aim is to relate the patterns of work to family and household responsibilities in regard to such things as the provisions being made for the care of children while mothers are working and the effect of the mother's employment on home and family life.

The third general aim is to find out as much as possible about their reasons for working and whether or not they plan to continue working.

The questions were drawn up through a pre-testing in which the Women's Bureau was assisted by a number of voluntary women's organizations. The fieldwork of the survey, which will be conducted through the schools of social work and other departments of several Canadian universities, and the compilation of results are expected to take several months to complete. A meeting of representatives of the organizations concerned with the planning and conduct of the survey was held in Ottawa on September 16. The other government departments and agencies which assisted in the planning were: the Dominion Bureau of Statistics, the Department of National Health and Welfare and the Unemployment Insurance Commission. The survey is being conducted by the Women's Bureau through the Maritime School of Social Work in Halifax, and the Schools of Social Work and other departments of Laval University, McGill University and the Universities of Montreal, Toronto, Manitoba, Saskatchewan, Alberta and British Columbia.

"Fresh Thinking Needed On Training of Youth"

Need for fresh thinking on the training of young people, especially for the skilled trades, was pointed up in an address on the effective use of manpower delivered before the Psychology Section of the British Association at Bristol, England, by its President, Alec Rodger.

A thorough examination of the apprenticeship system and all the good and bad restrictive practices associated with it is needed, he said.

The matter is important, said Mr. Rodger, because the coming of automation might soon force a review of ideas on training. It is also urgent because a minor manpower crisis looms ahead. The Government has estimated that in 1962, seven years from now, the number of young people attaining the present statutory school-leaving age of 15 will be roughly 50 per cent above the 1955 figure: 927,000 instead of 625,000.

"How ready," he asked, "is industry to take advantage of the fact that for every two boys of high capacity leaving school today there would be three in 1962?"

Number of Apprentices Should be Doubled—CCA

Although more than 500,000 construction workers are employed in Canada this year there are only some 22,500 registered apprentices in the industry, and the goal should be at least to double this number, W. G. Malcom, President of the Canadian Construction Association, said recently.

Mr. Malcom pointed out that the industry's efficiency and costs were in large part dependent upon the training of adequate numbers of recruits in properly balanced programs combining job-site and school instruction. Canada lacks the long-established tradition of apprenticeship training found in Europe, and although the apprenticeship program has shown substantial increases in the past decade most Canadians entering the industry obtain their skills through "pick-up" methods.

Mr. Malcom called for greater effort to interest boys in becoming apprentices and employers in providing jobs and training.

"Both sides gain," he said. "In many cases boys who obtain a thorough trade training become foremen upon graduation. Many prominent construction men, including several past-presidents of the CCA, began their careers as apprentices.

"There are equally important advantages to the contractor in taking part in the apprenticeship program. Many contractors look to it as their main source of foremen and superintendents. Lack of proper skills makes for higher costs of construction."

The CCA President said that the advantages of entering building trades apprenticeship were never greater. Besides an expanding country, large construction programs and high earnings, new techniques have enabled construction operations to be carried out in the winter months, a period during which not long ago there was a shut-down. This trend, he said, is bound to increase.

See Supply of Graduates Inadequate for 3-4 Years

The supply of university graduates entering the Canadian labour force over the next three years will probably remain inadequate for almost all professions, according to a recent bulletin issued by the executive and professional division of the National Employment Service.

Engineering graduates continue to be in the heaviest demand, although a satisfactory supply appears to be in sight for the first time in many years. Judging from

enrolment figures, which increased almost 100 per cent between 1950 and 1954, there should be 2,488 engineers graduating in 1958 to satisfy a demand which has been holding steady at about 2,500 a year.

The engineering profession, however, is not expected to be overcrowded even with the increased enrolment. The present shortage centres in the aircraft, electrical and oil industries.

Supply and Demand

The demand for graduates in commerce and business administration in recent years has been second only to that for engineers, and the shortage of them is not expected to lessen. Employers are showing themselves increasingly in favour of this course as training for a career in business. The number of graduates, which this year was about 750, is expected to be approximately 900 in 1958.

The shortage of graduates in medicine, dentistry, nursing and pharmacy is expected to continue. The short supply of doctors and dentists is due in main to lack of teaching facilities. Nursing is troubled by a loss of graduates to the United States and to matrimony. Pharmacy is attracting a decreasing number of students.

The supply of law graduates and the demand for them are expected to be more or less in balance by 1957 and 1958, when graduates will number slightly more than 700 each year. The number of salaried positions for lawyers is increasing slowly but steadily in all levels of government and business.

Graduates in art are now in increasing demand as the general attitude of the business world towards the value of their studies changes. For many years there were fewer openings for these graduates than were needed to absorb them. Business is discovering that technical knowledge, which an arts graduate can often learn after he joins the firm, is not enough in itself if a man must deal with people and, later, become an executive.

Graduates in science, particularly pure science, will definitely not be numerous enough to fill the needs which seem to be apparent in the nuclear science and electronic fields.

The shortage of teachers is likely to continue, as with graduates in agriculture. Architecture and geology can absorb more graduates than are graduating, and there is not expected to be any surplus in social work, theology and most other, smaller professions.

Opposition Growing to 3-Man Conciliation Board

Opposition to three-man conciliation boards is growing in Ontario. Three recent incidents have revealed this opposition.

A leading labour relations lawyer has spoken in defence of the conciliation process.

District Council 26 of the United Automobile Workers (CIO-CCL), at a meeting in Hamilton last month, announced its intention to boycott any future three-man board hearings. The Council also approved the action of UAW Regional Director George Burt in twice walking out the previous month of conciliation board hearings in the dispute between the union and General Motors.

(The conciliation board report in that dispute recommended decertification of any union that walked out of a board hearing.)

Elimination of Boards

The meetings also approved a resolution recommending that the conciliation board stage in the conciliation process be eliminated. An accompanying resolution suggested that costs of board hearings be diverted to enlarging the conciliation staff of the provincial Department of Labour.

In another case, a conciliation board in the dispute between Canadian Westinghouse and United Electrical Workers, Local 504, was told by the union that any recommendations it might make, whether they favoured one side or the other, would be an obstacle to a final settlement of the matters at issue. The union's brief to the board stated: "The questions are possible of solution only through direct negotiations between the parties and under conditions of realistic collective bargaining."

From the employer's side also a challenge has lately been thrown at a provincial conciliation board. The Guelph Stove Co. and Guelph Engineering Co., of Guelph, refused to nominate a representative to a three-man board after conciliation services had been granted to the United Steelworkers of America (CIO-CCL).

Irving W. Ford, staff superintendent of the T. Eaton Co., which owns the two Guelph plants, declined to give the companies' reasons for not nominating a member to the board, saying that he did not want to argue labour relations in public. "We expressed our reasons to the Labour Department," he said. "They didn't agree and went ahead."

Norman L. Mathews, special lecturer on labour relations at Osgoode Hall and former chairman of both provincial and federal

law association committees on labour relations, in a speech before the St. Catharines Rotary Club, while admitting that there were a number of disadvantages to the present conciliation procedure in Ontario, said that in his opinion the advantages far outweighed the handicaps.

CBRE Triennial Meeting Calls for One Rail Union

Wage questions, revision of the union's 47-year-old constitution, and amalgamation of all Canadian transport workers' groups were among the matters discussed at the five-day triennial convention of the Canadian Brotherhood of Railway Employees, held in Niagara Falls during the latter part of September. About 450 delegates attended the sessions.

Two of the 102 resolutions from local divisions of the CBRE to come before the convention called for some form of unification of transport workers' organizations. One proposed that the CBRE should take the lead in bringing about the formation of a single union of Canadian railway workers. The other called for a "national transportation workers' federation" that would include employees in any form of transport.

Forthcoming railway wage negotiations were reported to have been discussed. Other topics discussed included automation, the inroads of road transport into rail business, the question of compulsory arbitration of railway disputes, and suggested revision of federal and provincial labour laws.

W. J. Smith, President of the union, speaking to the convention on the subject of automation, said that the guaranteed annual wage was not the complete answer to the problem of machines replacing manpower. He contended that "we must begin to consider seriously making a demand for a four-day, 32-hour week and organizing all the forces of labour, in and out of the industry, for such a demand".

Compulsory Arbitration

Mr. Smith also spoke against compulsory arbitration of railway disputes. "Let this convention make clear in unmistakable terms our undying opposition to enforcement, now or in the future, of any form of compulsory arbitration," he said.

The CBRE President suggested that the federal Government should place highway transport under the control of the Board of Transport Commissioners.

Railwaymen to Demand Pay Raise, Health Plan

Canada's non-operating rail unions will demand an 18-per-cent wage increase and a health plan in their next negotiations. This was announced by Frank Hall, chairman of the negotiating committee, at the end of a two-day conference of representatives of 15 unions.

Mr. Hall said notice of the demands will be served on the railways early next month with the request that changes be made effective from January 1, 1956.

A statement issued to the press by Mr. Hall at the conference's conclusion said the unions would request:

1. A wage increase of 18 per cent on all existing rates of pay, effective January 1.

2. A health and welfare plan, details of which are presently being worked out.

3. Pay for three additional holidays. The present agreements provide pay for five holidays for hourly-rated employees only.

4. Extension of pay for these eight holidays for all monthly-rated workers.

Union policy, the statement said, "had been decided following a survey of general economic conditions, the improved earnings of the railways, and wage increases granted in other industries. The last wage increase on the railways became effective September 1, 1952."

Mr. Hall estimated the wage demands would cost the railways \$70,000,000, but declined to estimate what the health plan and other benefits would cost. No wage request was included—or requested—in the current contract agreed upon by the railways and the unions only after prolonged conciliation and arbitration and signed by the union after being faced by a Government intention to call an emergency sitting of Parliament to prevent a strike. The current contract expires at the end of the year.

15,600 Accident Claims by Govt. Workers in Year

Total claims received by the Government Employees Compensation Branch during the fiscal year 1954-55 numbered 15,658, and 2,273 claims were carried over from previous years, according to the second annual statistical report issued by the Branch. Total claims finalled during the year were 14,251, and 3,680 were carried forward to 1955-56.

The report comprises tables showing: the nature of claims finalled, lost time for each category of claim, and cost for each category of claim. Each table is broken

down by government department and province. There are also tables showing accident types and nature of injuries, both tables being divided by department. The table on lost time is an addition to the tables published in the previous year's report.

The largest number of claims finalled was those for medical aid only, which amounted to 7,629. The total amount of lost time for Canada in days was 315,345. The largest item was the time lost for fatal claims, viz., 156,035 days; each death is conventionally charged as 6,000 man-days.

Total Cost of Claims

The total cost of claims finalled during the year for the whole of Canada was \$1,625,094, to which must be added administration costs to the federal Government, including its share of administration costs paid to the provincial Workmen's Compensation Boards.

The largest number of accidents was caused by striking against, being struck by, or stepping on an object and by falling and slipping. Accidents of these types accounted for 9,487 of the total of 14,251 claims finalled.

N.Y. State Launches Plan To Help Older Workers

A special program to help older workers find jobs was launched August 30 by New York State. It was announced that 18 trained interviewers would be added to state employment offices in New York and five other cities.

Isador Lubin, State Industrial Commissioner, said 13 specialists would be assigned to New York City and one each in Buffalo, Rochester, Syracuse, White Plains and Newburgh.

State Senator Thomas C. Desmond, Chairman of the Joint Legislative Committee on Problems of the Aging, said the move to provide counselling fulfils one of the major goals of the Committee, but thought the number of specialists was insufficient.

Dr. Lubin stressed that the "great majority" of older men and women did not require or wish help in finding employment. But he said a minority had "special problems of one kind or another or have become so discouraged by fruitless and often badly directed job-hunting that they need counselling and special placement help".

The state Labor Department, he said, had set aside \$50,000 of a federal grant for financing employment service operations to support the project.

Outlines Plan to "Dent" Age Barriers in U.S.

A six-point plan which was expected to make a "real dent" into the stubborn problem of age barriers to employment was outlined by Arthur Larson, United States' Under Secretary of Labor, at the Eighth Annual Conference on Aging held at Ann Arbor, Michigan. Some 800 persons from all parts of the United States, Canada, England and the Scandinavian countries attended.

The purpose behind the conference was to offer to experienced leaders as well as to newcomers in the field of the aging the opportunity to learn more about principles and techniques for developing programs and services for the aging. The conference's theme was "Applying Today's Knowledge Today".

Outline of Plan

The six points as outlined by Mr. Larson were:

1. An analysis of the work record of older workers with regard to performance, attitude, productivity and other items. Said Mr. Larson: "Businessmen are not going to hire older workers for sentimental reasons, they want to be shown that it is good business to do so." He added that other surveys already have shown that older workers generally were more dependable and had less absenteeism than younger persons. He hoped, however, that this new study to be made by his Department would be of such scope and authority that it would carry real conviction.

2. To find out just how much of a "road-block" is the problem of pension rights for older workers and just how this barrier may be surmounted.

3. An analysis of what success unions and employers have had in their efforts to deal with age difficulties in employment. Part of this would be an analysis of some 5,000 collective bargaining contracts to see what measures have been adopted dealing with the subject of age in employment.

4. To find out what management really thinks and does about hiring, retention, and laying-off of older workers, and the real reasons for these practices.

5. An improvement and extension of individualized placement and counselling services through the facilities of affiliated state employment services.

6. An effort to tap the vast resources of mature women to meet some of the most pressing job shortages facing us today.

Mr. Larson stated that his Department firmly believed in the principle of flexible

retirement. He went on to say that the U.S. Department of Labor was not the only federal department concerned with the problem of the aging. The U.S. Department of Health, Education and Welfare and the Department of Agriculture were also very much concerned with the problem.

Warner Bloomberg, Jr., a union official from Chicago, pointed out that automation could bring in a golden age with tremendous benefits for all with shorter hours and better wages for all workers. However, he stressed, there was no single pre-determined outcome because the question of what would be done with automation had not yet been answered. He felt there would be a higher status for older workers because of automation and that re-training programs would become of more value because in many cases it might be easier to re-train older experienced workers for key jobs under automation than to train young inexperienced workers from scratch.

James Stern, a representative of the automotive industry, stated that automation represented the tool for the abolition of poverty because of the great increase in productivity it brought about. However, he pointed out, careful study and planning was necessary to insure that automation produced the benefits for all which could be derived from its effects.

About Half Those Over 65 Found to Have Income

Nearly half of all persons in the United States aged 65 and over receive some income on which they can rely for the rest of their lives, according to a study quoted by the *Weekly Labor News Memorandum* of the N.Y. State Department of Labor.

Retirement Benefits

Although earnings continue to be the largest source of money income, amounting to about 40 per cent, during the period covered by the years 1951 to 1954 inclusive there was a rise of almost two-thirds in the proportion of aged persons having retirement benefits, such as Social Security, an industrial pension, or veterans' benefits.

The proportion of aged persons receiving public assistance fell 20 per cent in the four years, and the proportion having no money income or income solely from other sources dropped 40 per cent.

Home ownership is much more common among persons aged 65 and over than amongst younger persons, the survey found.

Fewer Persons Receive Old Age Assistance

The number of persons receiving old age assistance in Canada decreased from 94,625 at March 31, 1955, to 94,493 at June 30.

The federal Government's contributions under the federal-provincial scheme totalled \$5,286,008.26 for the quarter ended June 30, 1955, compared with \$5,254,652.71 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$67,849,362.81.

At June 30, 1955, the average monthly assistance in the province paying a maximum of \$40 a month ranged from \$33.70 to \$37.66, except for one province where the average was \$27.55. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.36.

Canadian Participation in World Unionism Explained

The motive force behind Canadian participation in world trade unionism is community of interest and purpose with the workers of other countries and a realization that, directly or indirectly, what happens in any part of the globe has some impact on the lives of Canadians generally, and of Canadian workers in particular, it is stated in an article published in the September number of *External Affairs*, monthly publication of the Department of External Affairs.

The long apprenticeship which Canadian unionists have served in the international unions of North America has enabled them to make a useful contribution to the work of the free world labour movement, the article points out. Canadians have been members of, and participants in, international unions for more than a hundred years. Out of a total of more than a million and a quarter Canadian trade unionists, some 80 per cent belong to unions whose headquarters are outside Canada.

Canadian interest in international unions began in the days of the free border between Canada and the United States, when passage to and from the two countries was a casual affair, with no rigid immigration inspection, and no need for passports or border-crossing cards. Labour was extremely mobile and the "tramp" worker was common. Workers were constantly on the move; the whole continent was their workshop. With industry and, consequently, unionism having an earlier start in the United States than in Canada,

international unionism became the instrument to be used by migrant United States and Canadian workers to improve wages and working conditions generally.

"Tramp miners, printers, construction workers and railroad boomers carried their union cards and unions with them into all parts of the continent. International unionism thus took root in Canada," the article says.

Participation of Canadians in international unions "has assumed such large proportions that policy decisions by the unions affect many people in Canada as well as in the United States," the article states.

"This mass form of Canadian activity in international unions," the article asserts, "has created a personal relationship that brings together on a day-to-day basis a fellowship of tens of thousands of people of Canada and the United States." In this fellowship lies a great contribution to continuing peace between the two neighbours.

This experience of international trade unionism has helped to give Canadian unionists an interest in world organizations. Canadian workers are affiliated with two world labour organizations. Canadian unions with connections in the United States are associated with the International Confederation of Free Trade Unions, while the unions of the Canadian and Catholic Confederation of Labour are affiliated with the International Confederation of Christian Trade Unions.

The article then gives some of the history and describes the structure of the two world organizations of free trade unions.

Canadian labour shares a belief in the interdependence of peoples in the modern world. Accepting the truth of the saying that no man is an island, Canadian unionists realize that they will prosper only to the extent that they contribute to the well-being of the workers of all nations, the article concludes.

The article was written by Pat Conroy, Canadian Labour Attaché at Washington.

A United States company that was once a leader in resisting union organization last month signed a union-shop and union-label agreement. The International Association of Machinists (AFL) reported that the Sperry-Rand Corporation, formerly the Remington-Rand Corporation, had signed such a contract covering its plant in Elmira, N.Y.

Training of Disabled Proceeds in 6 Provinces

In six provinces, training of the disabled is proceeding under the recent revision of the Canadian Vocational Training Act, Ian Campbell, National Co-ordinator of Civilian Rehabilitation, reported to the 11th meeting of the executive of the National Advisory Committee on the Rehabilitation of Disabled Persons, held in Winnipeg.

Medical rehabilitation projects are going forward in most provinces and there has been an expansion of the services available to individuals who wish to take training in the rehabilitation field, he added.

Two universities have recently established courses for physio and occupational therapists. Dr. Hoyle Campbell reported, however, that an acute demand for both types of therapists still exists.

Federal Plan

One of the principal items on the meeting's agenda was the consideration of a report prepared by a sub-committee which outlines a framework within which it is hoped to build a comprehensive and effective rehabilitation plan for Canada. Mr. Campbell and the representatives of the three federal departments most directly concerned were asked to prepare a revision of the report for presentation to the next meeting of the National Advisory Committee, being held in Quebec this month.

Dr. G. Fred McNally was chairman of the meeting.

Blind Persons' Allowance Paid to 8,140 at June 1

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,122 at March 31, 1955, to 8,140 at June 30.

Government Contributions

The federal Government's contributions under the federal-provincial scheme totalled \$719,314.02 for the quarter ended June 30, 1955, compared with \$719,068.72 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$10,226,266.48.

At June 30, 1955, the average monthly allowance in the provinces ranged from \$37.65 to \$39.63. In all provinces the maximum allowance paid was \$40 a month.

Plan Vancouver Centre To Train Handicapped

Construction of a \$100,000 centre for the occupational training of handicapped persons at Vancouver, B.C., is expected to begin early next year.

A group of volunteer workers at Vancouver, termed an "enterprises for the handicapped" organization, has taken an option on an acre of land for \$38,500 and hopes to start the first building as soon as enough donations are in hand.

Crafts and Trades

Chairman of the group's ways and means committee, Alfred Deyong, said the centre will train the handicapped in crafts and trades such as sign writing, stencil cutting, silk screen work and watch-making.

Eventually the group hopes to build a factory on the premises staffed as far as possible by handicapped persons from all parts of British Columbia.

It is planned that the centre will train an average of about 50 persons at its beginning but will eventually increase the number.

Quebec Opens New Wing Of Apprenticeship School

The new million-dollar wing of Quebec province's apprenticeship training centre at Montreal was officially opened on September 19 by Premier Duplessis.

The event also marked the 10th anniversary of the inauguration of Quebec's apprentice training plan, which now is the largest of its kind in the world.

Quebec Labour Minister Antonio Barrette said that during the first year of the centre's operation only 85 students took advantage of the course but that today more than 1,200 students are enrolled in the various trades taught at the centre.

Premier Duplessis recalled that during the immediate postwar period there was a shortage of skilled labour to fulfil demands.

"Together the three parties—labour, management and the state, each playing its own part and each contributing its own share—were able to establish this apprenticeship centre. The plan was a new one and today we can truthfully say it is the largest and best equipped centre of its kind in the world. Labour and management officials from all parts of the world have come here to find out how this was accomplished so that they could follow our example in their own countries."

Demand for Handicapped Workers Said Growing

There is a growing demand in industry for handicapped employees, Eugene E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, told a Toronto meeting last month. He suggested employers hire at least a small percentage of handicapped persons.

The prevention of accident and rehabilitation of injured workers, he said, was more important than cash benefits. More than the Board's \$1,000,000-a-year budget was needed for the two purposes, he pointed out.

He said employers and the medical profession could co-operate more closely to provide better first-aid treatment on the spot when workers were injured.

Trend to Labour Unity "Helpful"—ILO's Morse

"The trend towards closer co-operation and a greater degree of unity within the trade union movement, and the growth and development of Canadian workers' unions generally, make this Labour Day more important than any of those preceding it," said ILO Director-General David A. Morse in a Labour Day message to the workers of Canada.

"Fifteen million human beings and hundreds of unions make up the labour movement in Canada and the United States, and while no one expects all differences of opinion will disappear overnight, the trend towards greater understanding should be helpful.

"With new union unity and strength will come new responsibilities; but it seems clear that these are understood and accepted by the great majority of union members.

"I am convinced that the future will show more harmony in the North American labour movement and this will contribute to advancing living standards," Mr. Morse said in his message.

CIO Questions Figures On U.S. Employment

The Congress of Industrial Organizations last month questioned what they considered variances between two series of employment figures issued by the United States Government. They contended that the more favourable figures had been emphasized in press releases.

The Government has taken the position that there are more parallels than variances in the figures, but plans further study.

The United States employment figures are gathered independently by the Commerce Department's Bureau of Census and the Labor Department's Bureau of Labor Statistics. The results are announced jointly.

Employment in U.S. Sets 3rd Consecutive Record

The number of persons employed in the United States reached the record figure of 65,500,000 in August. This made August the third consecutive month in which the employment total exceeded previous records. The figure for July was 64,995,000 and that for June 64,016,000.

Unemployment fell by another quarter of a million to 2.2 million, or 3.3 per cent of the labour force, the lowest since the fall of 1953. Since more persons than usual came into the labour market to look for jobs, the unemployment drop between July and August this year was smaller than in some other postwar years.

The reduction in unemployment compared with last year was especially large among those seeking work for 15 weeks or longer, being down to 450,000 persons, as against 850,000 in August 1954.

Employment picked up seasonally in non-agricultural industries, while at the same time agricultural employment held close to the level reached in June and July instead of showing its usual pre-harvest decline. Employment gains occurred in furniture, radio and television manufacturing; the only important decline in manufacturing being in the automobile industry, as the model changeover period started.

Best Business Year Ever Seen in United States

The best business year in history was forecast for the United States by the Chamber of Commerce of the United States in its regular quarterly report on the economic outlook published last month.

The report said retailers expect the best Christmas volume in history and that construction is expected to set a new record and to go still higher in 1956. A moderate decline in the number of houses started next year was regarded as possible, however.

Practically all business barometers except agriculture are at new highs, the Chamber noted.

Canada's Gross Product Shows Increase—DBS

Canada's gross national product for the second quarter of 1955 was estimated to be running at a rate of \$26,200,000,000, a gain of 4 per cent over the rate of the first quarter of the year and 9 per cent over the annual average for 1954 of \$24,000,000,000.

According to the DBS quarterly report issued in mid-September, these figures suggest a record gross national product of close to \$26,000,000,000 for this year, the largest previous figure having been \$24,400,000,000 in 1953.

However, about \$300,000,000 of the increase over last year is due to an estimated increase in crop production in 1955, and some uncertainty arises as to the disposal of the grain crop, the selling of which is assumed in the estimate.

Leaving aside farm production, the Bureau said that the general level of activity was 8 per cent above the 1954 annual average and also 8 per cent above the peak reached in the July-September quarter of 1953, just before the drop in business activity.

Almost all industrial groups have shared in the advance in production, but it was estimated that about half of the gain between the first and second quarters occurred in manufacturing, in which production was said to be about 8 per cent higher than in the second quarter of 1954.

Wages and salaries reached an annual rate of \$12,700,000,000 in the quarter, an increase of 7 per cent over the same period of the previous year. The total number of persons with jobs was about 3 per cent higher, and the number of persons without jobs and seeking work 2 per cent lower during the second quarter than in the same period a year earlier.

Investment in new residential construction rose by approximately 12 per cent from the first to the second quarter of 1955 and was 33 per cent higher than in the second quarter of 1954.

Referring to the rise in the Canadian economy, M. S. Beringer, President of the British American Oil Co., in a recent speech in Toronto predicted further striking advances during the next two years, though he expected the rate of growth to be a little slower than in recent years. Capital investment for 1955, he said, is forecast at \$5,900,000,000, which is 6 per cent higher than in 1954. With the annual increase for 1956 and 1957 at an estimated 5 per cent, capital investment in 1957 should reach some \$6,400,000,000, he said.

C.A.A.L.L. Holds 14th Annual Conference

The Canadian Association of Administrators of Labour Legislation held its 14th annual conference in Regina from August 30 to September 2. The Association includes officers of the federal and provincial Departments of Labour, and federal and provincial boards and commissions administering labour laws.

About 50 persons representing all provinces, the federal Department of Labour and the Unemployment Insurance Commission attended the four-day meeting to discuss conciliation procedures in the settlement of disputes, the training of labour inspectors, and recent legislative and administrative developments in all provinces and the federal field. The agenda also included reports of the Association's committees on apprenticeship, the International Labour Organization, labour relations statistics, and on provincial recognition of safety codes of the Canadian Standards Association. A progress report on a Safety Code for Punch Press Guarding, which is being prepared by the Canadian Standards Association at the request of the C.A.A.L.L., was also given.

The Hon. C. C. Williams, Minister of Labour of Saskatchewan, commended the Association for its work in promoting uniformity in labour legislation and administration across Canada. In his opening remarks, the President, R. E. Anderson, Chief Administrative Officer of the Nova Scotia Department of Labour, reviewed the objects of the organization and referred to the measure of success which the C.A.A.L.L. had achieved in carrying out these objects. The greater knowledge of legislation that had resulted from these annual meetings had promoted to some extent, he stated, a gradual improvement over the years in standards of law enforcement and administration.

The Hon. T. C. Douglas, Premier of Saskatchewan, who addressed the dinner meeting, outlined Saskatchewan's development and industrial progress since its pioneer days and told of its present developing resources and industries.

Referring to the problems arising from increasing industrialization in Canada, the Premier pointed out that it would become increasingly a problem to establish proper human relations in industry.

"What we are seeking to do," he said, "is to build, as you are in your provinces, the kind of legislation and the kind of labour administration that will recognize the dignity and place of labour... and that

will recognize that men have the right to associate themselves together in order to obtain better conditions for themselves and for their fellows."

Premier Douglas emphasized the value of the C.A.A.L.L. for the exchange of ideas and a greater understanding and appreciation of each other's points of view. Such conferences were also important, he said, in developing a Canadian point of view and a Canadian approach to world problems.

The federal and provincial representatives attending the conference included: *British Columbia*—William Sands, Deputy Minister of Labour; C. R. Margison, Secretary, Board of Industrial Relations; B. W. Dysart, Chief Administrative Officer, Department of Labour. *Alberta*—Hon. R. Reiersen, Minister of Industries and Labour; J. E. Oberholtzer, Deputy Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; F. G. Cope, Chief Labour Inspector; H. C. French, Administrative Assistant to Chairman, Board of Industrial Relations. *Saskatchewan*—Hon. C. C. Williams, Minister of Labour; H. S. Elkin, Deputy Minister of Labour; H. J. Brake, Chief Electrical and Gas Inspector; H. A. Lines, Assistant Chief Gas Inspector; J. Taylor, Chief Inspector of Boilers, Pressure Vessels and Elevators; J. Balfour, Boiler Inspector; R. Switzer, Fire Commissioner; D. Williams, Chief Inspector of Theatres; F. Ellis, Director of Apprenticeship and Tradesmen's Qualifications; P. Wagner, Assistant Director of Apprenticeship and Tradesmen's Qualifications; C. K. Murchison, Director of Wages and Hours; Miss M. Rocan, Assistant Director of Wages and Hours; Mrs. M. Stuart, Secretary, Labour Relations Board; S. J. Tabbutt, Chief Industrial Relations Officer; D. Gray, Administrative Officer, Department of Labour; M. Spalding, Research Economist, Department of Labour; A. D. Connon, Commissioner, Workmen's Compensation Board; G. Begg, Secretary, Workmen's Compensation Board. *Manitoba*—W. Elliott Wilson, Q.C., Deputy Minister of Labour. *Ontario*—J. B. Metzler, Deputy Minister of Labour; E. H. Gilbert, Chief Inspector; Mrs. J. Grimshaw, Economist, Department of Labour. *Quebec*—Donat Quimper, Associate Deputy Minister of Labour; Cyprian Miron, Director, Conciliation and Arbitration Service; Wilfrid Beaulac, Director, Labour Inspection Service, Quebec District; Conrad H. Lebrun, Vice-President, Labour Relations Board; Benoit Tousignant, Chief Inspector, Labour Relations Board; Jacques Casgrain,

Technical Adviser, Department of Labour. *New Brunswick*—N. D. Cochrane, Deputy Minister of Labour; W. F. White, Director, Minimum Wages and Labour Relations Branch. *Nova Scotia*—Hon. J. Clyde Nunn, Minister of Labour and Public Welfare; R. E. Anderson, Chief Administrative Officer, Department of Labour; B. D. Anthony, Departmental Executive Officer. *Prince Edward Island*—Hon. W. F. Alan Stewart, Minister of Welfare and Labour. *Newfoundland*—G. T. Dyer, Deputy Minister of Labour. *Federal*—Bernard Wilson, Assistant Director of Industrial Relations; John Mainwaring, Chief, Labour Management Division, Economics and Research Branch; J. S. Gunn, Industrial Relations Officer, Winnipeg; Miss Evelyn Woolner, Legislation Branch; Miss Evelyn Best, Legislation Branch; William Duncan, Prairie Regional Superintendent, Unemployment Insurance Commission.

The officers elected to the Association's Executive Committee for the coming year are: President: Donat Quimper, Quebec; 1st Vice-President: H. S. Elkin, Saskatchewan; 2nd Vice-President: William Sands, British Columbia; Secretary-Treasurer: Miss Evelyn Best, Ottawa; Past President: R. E. Anderson, Nova Scotia.

Industrial Production Up 9.2 Per Cent in June

Canadian industry produced 9.2 per cent more in June than in the same month last year and output in the first half averaged 6.4 per cent above the 1954 level, the Dominion Bureau of Statistics reports.

The Bureau's composite index of industrial production (1935-39=100) registered 275.7 for June compared with 252.5 a year earlier and averaged 256.4 for the first six months of 1955 as against 241.0 for the first half of 1954.

Production Jumps, But Little Optimism in Textiles

Despite a 23-per-cent jump in the output of textile manufacturers in June of this year compared with June 1954, textile manufacturers showed few signs of optimism.

Textile industry spokesmen, while granting that there were higher production, longer weekly working hours and increased employment, said the industry generally feels it has made these gains through heavier advertising and highly competitive selling both against imported goods and within the Canadian industry itself.

The result, they said, was that production of Canadian textiles had increased but profits had been shaved almost to nothing.

Ottawa TLC Low-rental Housing Project Opened

On Labour Day, the first 44 units of the Ottawa Trades and Labour Council's housing development, Mooretown, were officially opened by Mayor Charlotte Whitton, exactly one year after she had turned the first sod on Labour Day 1954.

At the opening, Les Wismer, President of the Ottawa Council, announced that construction of 100 more units would get under way some time this month. An eventual 300 low-rental homes has been planned for Mooretown.

Mayor Whitton called Mooretown an example of "co-operation between public authority and labour". She urged that low-rental accommodation for older people be included in future projects, and said that these should not be set apart but should be intermixed with the homes of families of younger generations.

Mr. Wismer replied that 20 of the projected additional 100 units would be for old couples. He said approximately 50 of the ultimate 300 units would be designed for the aged.

In addition to providing low-rental accommodation, the project was designed to alleviate winter unemployment among Ottawa's building tradesmen.

The rent for each of the new 44 units is \$58 a month. This was calculated to provide, in general terms, that one week's wage should equal one month's rent. The family income ceiling is set at \$3,500 a year. The family structure is set at two parents and at least two children below the age of 14 years.

The units are six-roomed houses. They have three bedrooms and three-piece bath upstairs; living room, dining room and complete kitchen on the first floor; and a full basement. They are built on poured concrete foundations with lath and plaster on the inside and brick veneer on the outside.

The 44 units, all of which are of approximately the same design, are contained in 13 structures, nine of four units and four doubles. In front of each unit is space for a lawn, while at the rear there is plenty of yard area. All units contain a gravity-fed coal furnace.

Units for older people to be included in the next project will be of a different construction, and will rent for only \$40. They will be one floor, self-contained apartments, heated by a central plant.

Mooretown, named for the Trades and Labour Congress' longtime president, Tom Moore, who died in 1946, is Canadian labour's first venture into public housing.

The city provided the necessary equity capital if the Council would establish a satisfactory housing company which would take full responsibility for the erection and administration of the proposed housing units.

The Council sought and obtained a charter from the provincial government for a limited dividend corporation within the meaning of the National Housing Act. This corporation was called Mooretown Limited.

Mooretown Limited was able to obtain land within the city of Ottawa priced low enough to allow low-rental housing to be built on it, and then proposed to the city that 44 low-rental housing units be constructed on this land at a cost not exceeding \$10,000 per unit. Under the terms of the National Housing Act, a corporation such as Mooretown Limited must have equity capital of at least 10 per cent of the total project cost in order to qualify for a low-interest, long-term mortgage loan sufficient to complete the project. The city agreed to purchase shares in Mooretown Limited up to 44,000 for \$44,000.

It was stressed when Mooretown Limited approached Central Mortgage and Housing Corporation for a loan that Mooretown wished to construct the housing units during the winter months of 1954-55.

The final terms and estimates were agreed upon with Central Mortgage and Housing Corporation, and the necessary approvals were obtained from the provincial Minister of Planning and Development and the Municipal Board in time for work to begin on the site at the end of October 1954.

All of the Mooretown Limited operations are governed by two agreements, one with Ottawa and another with Central Mortgage and Housing Corporation. Mooretown pays all city taxes but it is provided that they shall not exceed 25 per cent of the gross rentals. The mortgage, with an interest of 3½ per cent, will be paid off over a period of 40 years.

Acting as a general contractor, Mooretown Limited has a signed agreement with Local 91, United Brotherhood of Carpenters and Joiners. Sublet work is carried on under contract with firms who have agreements with local unions.

The Ottawa Trades and Labour Council feel that on this first project they have shown, to their own satisfaction at least, that the winter work was feasible. On their next project they hope to come up with a better set of figures which will indicate fully what can be done.

87th Annual Trades Union Congress

Convention defeats attempt to commit TUC to policy of unlimited wage demands, gives more power to executive to intervene in industrial disputes, rejects motion calling for international trade union solidarity

The Trades Union Congress met in Southport, September 5-9, for its 87th annual convention. Some 1,000 delegates attended, representing more than 8,000,000 members.

Attention of the delegates this year was focused on problems of their own unions: the structure of the movement, powers of the General Council, conduct of industrial disputes and racial discrimination among workers. Of the 82 motions tabled by affiliated unions, one in three fell under the heading of "trade union organization and practice".

The Congress:

Defeated a Communist-led attempt to commit it to a policy of unlimited wage claims.

Gave more power to the General Council to intervene in industrial disputes before a deadlock is reached.

Rejected a left-wing motion calling for international trade union solidarity, which it regarded as an overture to the Communist-dominated World Federation of Trade Unions.

Two major proposals were put forward by the President, Charles J. Geddes: (1) a survey of postwar years by TUC economic experts, with a view to formulating a national trade union economic policy; and (2) the setting up of an arbitration appeal tribunal.

W. B. Beard, General Secretary of the United Patternmakers' Association, was elected TUC Chairman for the coming year.

Presidential Address

In what the London *Times* described as "the most arresting and controversial presidential address for many years," President Charles J. Geddes, in his opening address, put forward two constructive proposals for dealing with wages policy and strikes. According to the *Times*, the General Council had not been previously consulted on either of these two major proposals.

Mr. Geddes' first suggestion was for a special conference of trade union executives to formulate a national trade union economic policy, based on a detailed survey of the postwar years.

His second suggestion was the setting up of an arbitration appeal tribunal to which

either party would have the right to appeal from the decisions of existing tribunals.

Mr. Geddes expressed surprise at the result of the general election earlier in the year. Many workers, he said, including trade unionists, had decided to return the Conservatives to power with a considerable majority instead of the Labour Party, whose policy was decided by the workers themselves.

"They are apparently determined to learn the hard way. The financial squeeze is on," he asserted, "and industrial development and home consumption are being restricted. The trade union movement must be on guard against possible political developments designed to save the country's economic fabric by placing the burden of sacrifice almost entirely on the shoulders of the workers."

The unions, however, continued Mr. Geddes, cannot evade their own responsibilities in the economic position. If it should change for the worse their members would be the first to suffer.

"They had believed in the past that when they worked to improve their own conditions they were working also for the benefit of their children, but if they were not careful now they would be working for themselves at their children's expense. If full employment were over-exploited their children might be exploited by unemployment."

Referring to current reports that prices, imports and expenditures were rising too much in relation to output, exports and saving, and that wage demands were threatening the economy, Mr. Geddes said this was "boss talk" to frighten workers from claiming their just share of the fruits of apparently continuing and rising prosperity. Some of the fears were more real than others and the unions must know exactly how true or false they are. He proposed, therefore, that TUC economic experts at headquarters prepare an economic survey of the postwar years and from it draw conclusions for the future. When they know the facts, he said, they could take positive action to avoid such dangers as were proved to exist.

On the subject of strikes, Mr. Geddes suggested that arbitration machinery was the means by which most of their causes could be reduced.

New TUC Chairman

W. B. Beard, General Secretary of the United Patternmakers' Association, was elected chairman for the coming year. He has been a member of the Council since 1947 and holds the office of chairman of the Council's education committee.

The Chancellor of the Exchequer, stated Mr. Geddes, has said that strikes had been one cause of the deterioration in the economic situation. This might, he observed, be partly an excuse for government failure but strikes might well have been a contributory factor. Any disturbance in the even flow from the production lines must be considered. The unions could not and should not try to abolish strikes but their causes must be removed whenever possible. Adequate arbitration machinery would seem to be the means by which most of the causes could be reduced. But an arbitration body was not entitled to assume the role of wage fixer or wage regulator and by this means impose unacceptable collective agreements of its own design.

"Arbitration is so much a part of British industry," Mr. Geddes continued, "that we have, as it were, created an industrial judiciary and given it powers which are greater than those of the legal judiciary. Its summing up is done in private. It tells no one why its decisions were reached, it recognizes no authority but its own. Its decisions are final and there is no appeal.

"Is it not time we overhauled this vital part of the industrial machine? Why should industrial arbitrators be virtual dictators, answerable for their actions only to themselves? Why should not consideration be given to the setting up of an arbitration appeal tribunal, where both sides can seek a second opinion?"

Turning to the international scene, Mr. Geddes said it was a sad commentary that the Big Four meeting at Geneva had been brought about by man's fear of the thermonuclear weapon. The Labour movement, had, ever since World War I, he said, advocated progressive disarmament and the elimination of war but had always felt that there was time to do it so that they would not be forced into false positions by premature judgments. They know now that there is no time left for any such slow and casual consideration of the issue.

"What we are therefore faced with," he said, "is not merely a slow step forward in disarmament but the development of an international unity of nations, aware of the absolute necessity of abolishing war itself. Until now, this has been a dream of the altruists. From now, it is an imperative necessity."

The aim, he said, must be a world community devoted to the development of social justice among the nations. It must not be left as an ideal for future generations to achieve; it is a challenge to the intelligence and moral purpose of the civilized world and to the British labour movement in particular.

Intervention in Disputes

By a majority vote of roughly five to three, the General Council secured authority to intervene in industrial disputes before negotiations break down.

Opposing the resolution were representatives of the Electrical Trades Union, National Union of Railwaymen, the Furniture Workers and the Fire Brigades Union.

Approval was gained only after some speakers had voiced the reluctance of certain of the smaller organizations to trust a general council which they alleged to be under the domination of the big unions.

The proposed amendment was introduced by TUC General Secretary Sir Vincent Tewson.

After spending some time in emphasizing the virtues of the British system of collective bargaining and complaining of a plethora of advice from the uninformed, he pointed out that there could not be an upheaval in one large sector of industry without the greater part of industry being affected.

There must be a constant struggle to maintain full employment, Sir Vincent said, and if grave difficulties came, the need for unity in the movement would be as great as it was when the TUC was created. They could not shelve their responsibility in the field of inter-union relationships, even though in the final event they had to rely on the good sense of affiliated organizations, aided by the available machinery.

There was no need for contention over the Council's proposed amendment to the rules, he said. When the TUC had been asked to intervene in disputes in the past these had often already reached a serious stage. There was no intention of destroying the autonomy of individual unions, nor would the Council assume dictatorial powers, but it was proposed that the unions should accept some moral persuasion and allow the Council some initiative. He appealed to the Congress to trust the members of the Council as practical and responsible people, who would serve them with good sense and discretion if they were given these further powers.

A composite motion introduced by the National Union of Vehicle Builders which,

among other statements, declared the TUC would resist any legislation which sought to prevent or punish workers who contemplated or took strike action, was remitted to the General Council.

Unofficial Strikes Condemned

A motion condemning unauthorized stoppages and unofficial strikes as damaging to the trade union movement and to the established system of collective bargaining was carried by a large majority.

In introducing the resolution, the mover, A. Prestwich, representing the Engineer Surveyors' Association, questioned whether the sense of responsibility in trade unions had developed to match their legalized powers. He said:

The general council could exhort and caution, but they had no authority. Many unions seemed to be unable to control their members. This faced them with the "shocking alternatives" of civil war inside unions or constant concessions by union leaders to strikers' demands. It would be a sorry day when the trade union movement lost the respect of the nation and the workers were thought to be working for themselves alone. The power in the movement must rest in the hands of responsible people. Unofficial strikes were similar to mutiny, and, where they damaged the national economy, were near to treason. If the movement had to be cleaned up it should be done from the inside.

Moderate Wages Policy

Deferring to a threatening economic crisis, Congress adopted a moderate policy on wages after defeating a left-wing motion expressing "firm opposition to any form of wage restraint". At the same time, warnings were issued to the Government on its economic policy.

The defeated motion was presented by a member of the Electrical Trades Union who is also a member of the Communist Party executive. The resolution, which would have committed Congress to support the efforts of all affiliated unions to improve wages and working conditions of their members, was rejected by a majority of two to one.

In place of the defeated motion, Congress approved a moderate amendment rejecting any arbitrary restrictions on free collective bargaining and upheld the right of unions to protect and improve their members' wages and working conditions.

The debate was opened by W. L. Heywood, chairman of the economic committee of the General Council, who, in a severe criticism of the Government's economic policy, expressed the fear that the Government's measures to deal with the economic crisis would result in unemployment.

TUC membership

TUC membership at the end of the year had reached a record of 8,106,958, an increase of 13,121 over the previous year's total, it was reported at the annual congress.

To those who advocate throwing aside all restraint, he said: "Are we to go on chasing each other while the balance of payments gets worse and worse?" He advised trade union executives to reflect seriously on the nature of the present economic difficulties and to see to it that nothing they did would imperil full employment or the high living standards they had gained for their members.

Overtime and the 40-Hour Week

A stormy debate arose out of a resolution voicing alarm at the growing extension of the working week and, while recognizing the need for occasional overtime work, calling for a drastic reduction of systematic and excessive overtime and a vigorous campaign to achieve the 40-hour week.

Sponsoring the resolution were delegates from the Blacksmiths' Society and the Electrical Trades Union. The amount of overtime being worked, they argued, was injurious to health. Working hours, they stated, are longer in Britain than in other European countries and workers are beginning to accept it as a normal condition of employment.

In reply, Mr. Heywood, for the General Council, noted that the 40-hour week is the policy of many unions but it should be pressed at suitable and appropriate times. If it were demanded now, he said, employers would have to take on more workers at a time when there is a grave shortage of labour in many industries. A 40-hour week now would simply mean more overtime work.

What would happen, Mr. Heywood asked, if miners refused to work overtime regularly in Saturday shifts? Workers in other industries would be put on short time because of shortage of fuel. The General Council believed that regular overtime was unavoidable in some sections of industry and therefore he asked the movers to remit the motion to the Council. This the movers refused to do and Mr. Heywood called upon the delegates to reject the motion. When a vote was taken, the motion was defeated by 4,303,000 votes to 3,664,000.

Technological Development

Automation was the subject of a long and interesting debate, which showed the delegates on the whole ready and even

keen to see it developed but anxious about the complex human, social and economic problems they expect to result from it.

There was a conflict of views between the General Council and some delegates on the desirability of a progressive transfer of the control of such technological developments from private undertakings to social ownership.

A resolution presented by the National Union of General and Municipal Workers, and supported by the General Council, saw in future technological advances, including electronics and automatic processes, new opportunities for the trade union movement to secure higher living standards for its members and the community generally.

"Congress foresees, however," stated the resolution, "that these opportunities will be attended by new and complex human, social and economic problems, the just and peaceful solution of which will depend upon a greater measure of workers' participation in industry through the medium of joint consultation."

The resolution also welcomed the initiative of the General Council in starting discussions on trade union problems arising from the new developments and urged that they be continued so that the whole movement might be equipped to deal with the matter.

The resolution was carried after an amendment proposed by the National Union of Public Employees was defeated. The amendment urged the progressive transfer of private undertakings to social ownership and asked that plans for the extension of social ownership to appropriate industries should be prepared to facilitate and control technological developments in the interests of the workers and the community.

International Trade Union Solidarity

A motion calling for discussions between the General Council and "appropriate organizations" to secure international solidarity of the workers of all countries was rejected.

In opposing the motion on behalf of the General Council, the General Secretary, Sir Vincent Tewson, made it clear that he regarded the move as an attempt to have the International Confederation of Free Trade Unions co-operate with the Communist-dominated World Federation of Trade Unions.

The motion, he said, was one of tactics, not policy. They were prepared to discuss scientific, technical and similar questions with people in Communist countries who had knowledge of such things, but it would

be a waste of the members' contributions to the TUC to discuss free trade unionism with the Russians. They must not estrange old friends by the methods they used in trying to make new friends.

Nationalization

Two composite resolutions dealing with nationalization and the finance and structure of nationalized industries were referred to the General Council.

The first, submitted by the Amalgamated Engineering Union, declared Congress adherence to the basic principles of socialism, having regard to the rapid introduction of new techniques, particularly automation, throughout industry. The motion instructed the General Council, in conjunction with the Labour Party executive and the unions or federation of unions concerned, to formulate a plan for the nationalization of suitable sections of the engineering, chemical and building and building materials industries.

J. S. Campbell, for the General Council, asked that the motion be remitted to the General Council, not with any idea that it would be buried, but because the Council felt that they could not take a resolution of that kind without giving it serious thought and consideration.

The second resolution stated that the compensation paid to former owners of the nationalized industries, together with an undemocratic organization, had prevented the proper fulfilment of the objects of nationalization, namely, up-to-date equipment of the industries to ensure a cheap commodity coupled with good wages and working conditions. It demanded that the basis of compensation be re-examined and plans for extending nationalization be based on the principles of industrial democracy.

Racial Discrimination

Congress affirmed its complete opposition to all forms of racial discrimination in whatever countries it is manifested.

Another motion, submitted by the Chemical Workers' Union, welcomed workers from undeveloped Commonwealth areas into employment in British industry and opposed all attempts based on the colour bar to deny accepted rights to citizens of the Commonwealth. It urged immediate steps to establish balanced economies, which would make it unnecessary for the native populations to seek employment and security elsewhere.

Other Resolutions

Other resolutions called for:

Immediate steps to reduce the period of national service.

Raising of the school-leaving age to 16 years, with April 1960 as the target date.

A survey of the general apprenticeship schemes in operation in craft industries, for the purpose of making recommendations

which will ensure the training of an adequate number of apprentices in these industries to maintain a high degree of craftsmanship.

Firm international agreement on the abolition of all stocks of atomic and hydrogen weapons and on their manufacture and use; the Government, as an immediate measure, to take the initiative in banning further atomic weapon tests.

Interdepartmental Conference on Training for Skilled Workers in Government Departments

Delegates recommend that the Government establish or adopt training programs of a continuing nature wherever they can be made effective

A recommendation that the federal Government "embrace the philosophy of training workers in skilled trades and to that end establish or adopt training programs of a continuing nature" where they can be effective was made in a resolution adopted at the first meeting of the Interdepartmental Conference on Training for Skilled Workers in Government Departments, Crown Companies and Other Federal Agencies. The meeting was held in Ottawa, September 6 and 7.

A. W. Crawford, Director of Training, Canadian Vocational Training Branch, Department of Labour, was elected chairman of the meeting.

The meeting was extended by representatives of seven government departments, the Civil Service Commission, the Unemployment Insurance Commission, the National Research Council, Canadian Arsenals Limited, Canadian National Railways and the Royal Canadian Air Force.

Reports on existing training programs for skilled workers in government departments and agencies were submitted by the delegates. Formal apprenticeship training

programs, carried on in co-operation with provincial authorities, were reported in use to a limited extent by government departments and agencies. However, most tradesmen employed by the government had received their training in private industry and were recruited, ready-trained, as the need arose. On the other hand, government agencies did provide considerable training in required skills outside the apprenticeship plans.

Government policy in seeking to recruit skilled workers, rather than train them, was mentioned by representatives of the Civil Service Commission as a limiting factor in the extension of training programs, but it was thought that this could be changed without great difficulty.

Some representatives felt that, for various reasons, in-service training was not generally feasible; but they said that they would welcome the establishment of some central training agency.

At the next meeting, October 5, it was agreed that each service would furnish a statement of its needs for skilled workers.

Decisions of Umpire

(Continued from page 1178)

With the permission of the chairman of the court of referees, the claimant appealed to the Umpire.

Conclusions: In order to be entitled to benefit at the rate for a person with a dependent under Section 33(3)(a)(i) of the

Act, the claimant must prove that the person claimed for is his wife by reason of a valid legal marriage.

Obviously, this is not so in the claimant's case and, therefore, I have no alternative but to dismiss the appeal.



Canadian Railway Board of Adjustment No. 1 (from left to right around the table): F. H. Keefe, General Manager, Western Region, Canadian National Railways, Vice-Chairman of the Board; A. Freeman, General Manager, Ontario Northland Railway; A. J. Kelly, Deputy President and Chief Agent, Brotherhood of Railroad Trainmen; N. A. Walford, General Manager, Central Region, CNR; G. E. Mayne, General Manager, Eastern Region, Canadian Pacific Railway Company; M. W. Helston, Vice-president, Order of Railway Conductors and Brakemen; W. H. Phillips, Vice-president, Order of Railroad Telegraphers, Chairman of the Board; C. E. Lister, General Manager, Prairie Region, CPR; W. L. Druce, Vice-president, Brotherhood of Locomotive Firemen and Enginemen; U. W. Carpenter, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers; A. E. Cook, Assistant to the General Manager, Toronto, Hamilton and Buffalo Railway (substituting for P. W. Hankinson, the General Manager). Seated at the desk in the rear is General Secretary Doris R. Keyes. The empty chair is usually occupied by J. A. Huneault, Vice-president, Brotherhood of Maintenance of Way Employees, who was absent when the picture was taken.

Canadian Railway Board of Adjustment No. 1 Disposes of 800 Cases without Calling Referee

Thirty-seven years ago this summer the Canadian Railway Board of Adjustment No. 1 was set up. Since its inception the Board has disposed of more than 800 labour-management disputes on Canadian railways without once having to call for the appointment of a referee to break a deadlock.

On July 26, 1918, in response to a request by the Government through the Acting Minister of Labour, Senator G. D. Robertson (formerly third Vice-President of The Order of Railroad Telegraphers), there met in Montreal officials representing the Canadian railways and Vice-Presidents and General Chairmen in Canada for six

railway brotherhoods: The Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, The Order of Railroad Telegraphers and Brotherhood of Maintenance of Way Employees.

The purpose of the meeting, Senator Robertson explained, was to arrive at an understanding for application on Canadian Railways of General Order 27 (McAdoo Award) of the Director General of the United States Railroad Administration and, if possible, to arrange for an agreement

(Continued on page 1170)

Fatal Industrial Accidents in Canada

during the Second Quarter of 1955

Fatalities* increased by 56 over the previous three-month period. Of 322 accidental deaths in the quarter, 61 occurred in construction, 58 in transportation, 44 in manufacturing, 40 in logging and 37 in mining

• There were 322⁽¹⁾ industrial fatalities in Canada in the second quarter of 1955, according to the latest reports received by the Department of Labour. This is an increase of 56 fatalities from the previous quarter, in which 266 were recorded, including 17 in a supplementary list.

During the second quarter, there were four accidents that resulted in the deaths of three or more persons in each case. On May 20, three construction workers were killed at Port aux Basques, Nfld., when the truck in which they were travelling collided with a train. An aircraft crash near Edmonton, Alta., on June 7, cost the lives of three pilots, two mechanics and an aircraft engineer. The six men, employees of an air transport company, were on a test flight when the accident occurred. Near Cochrane, Ont., on June 13, three bush-workers were drowned when the boat in which they were returning to camp struck a deadhead and sank. On June 14, a plane chartered by a logging company disappeared while on a timber-survey flight in the Ocean Falls, B.C. coastal area. Aboard the plane at the time of the accident were the pilot and three timber surveyors.

Grouped by industries, the largest number, 61, was recorded in construction. This includes 21 in each of the buildings and structures and highway construction groups and 19 in miscellaneous construction. In the same period last year 46 fatalities were recorded in this industry, including 16 in buildings and structures and 15 in each of the other two groups.

In the transportation industry accidents were responsible for 58 deaths. Of these, 22 were in steam railways, 13 in water transportation and 12 in air transportation. During the second quarter of 1954, 52 deaths were reported: 24 in water transportation, 11 in steam railways and nine in local and highway transportation.

During the quarter under review accidents in manufacturing resulted in the deaths of

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

44 persons. These include 12 in iron and steel, 11 in wood products and six in the transportation equipment group. In the same period last year 54 fatalities were listed, including 12 in wood products, 10 in iron and steel and eight in the paper products group.

In the logging industry 40 workers died as a result of accidents during the second quarter of 1955, a decrease of six from the 46 reported in the previous three months. During the second quarter of 1954, 45 employees lost their lives in the logging industry.

Mining accidents caused the deaths of 37 persons during the quarter under review, 21 occurring in metalliferous mining, 11 in non-metalliferous mineral mining and five in coal mining. In April, May and June last year 42 fatalities were recorded, including 29 in metalliferous mining, eight in non-metalliferous mineral mining and five in coal mining.

There were 31 industrial fatalities in the agriculture industry during the quarter under review, an increase of 22 from the previous three months, in which nine were reported. During the second quarter last year accidents in agriculture resulted in the death of 26 workers.

(Continued on page 1193)

* See Tables H-1 and H-2 at back of book.

(1) The number of industrial fatalities that occurred during the second quarter of 1955 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

50 Years Ago This Month

TLC expresses concern over increase in cost of living. CMA President calls for greater measure of co-operation between labour and capital

Increase in the cost of living, stated to represent from 40 to 60 per cent on the cost of domestic necessities, more than offset the general wage increases labour had gained during the year, said the Trades and Labour Congress of Canada at its 21st annual convention, held in Toronto, September 18-23, 1905.

At the same time, the 131 delegates representing 22,004 organized workers called on the federal Government to grant the fair wage officers of the Department of Labour the power to inspect the books and payrolls of companies in cases where complaints had been received that the wages established in government schedules were not being paid.

Upon receipt of the report of the Congress' parliamentary solicitor, a convention committee recommended:

That the Government pay "a reasonable wage" to certain employees on the International Railway in spite of deficits in its operations.

That the solicitor seek amendments to the Alien Labour Law as soon as possible.

That civil servants be prohibited from accepting other employment than that for which they are salaried.

That efforts be made to have the Union Label Bill made a government measure.

Under the presidency of A. Verville of Montreal, the TLC:

Called on all provincial legislatures to establish the eight-hour work day.

Went on record as opposing the incorporation of trade unions.

Defeated, after a lively debate, a resolution calling for the disbanding of the militia.

"Fairly satisfactory" labour relations existed between employers and employees, K. W. George, President of the Canadian Manufacturers' Association, told delegates to the organization's 34th annual meeting held in Montreal, September 17 to 20. Mr. George touched upon Canada's expanding domestic market in his keynote address, making special reference to the newly established provinces of Saskatchewan and Alberta. He said that employers in Canada were looking forward to "a still greater measure of co-operation between the great interests represented by labour and capital in this country".

A labour dispute, involving the lockout of 700 employees of the Western Fuel Company of Nanaimo, B.C., and termed by THE LABOUR GAZETTE "the most serious and important struggle between capital and labour in Canada this year", was ended September 30, following the conciliation of the dispute by the Deputy Minister of Labour, W. L. Mackenzie King. Under the terms of the agreement negotiated by Mr. King, the company agreed to reinstate the workers as rapidly as possible and to meet with a representative group of the workers on matters relating to the contract and any new matters which might arise from it.

During the period of the lockout, June 1 to September 30, the miners were estimated to have lost approximately \$300,000 in wages. The new contract was scheduled to expire September 30, 1907.

Canada's labour market and economy in the fall of 1905 were reported to be extremely active in THE GAZETTE's monthly round-up of industrial and trade conditions. Harvesting operations were giving employment to thousands of workers, manufacturing activities were continuing at top capacity and construction operations were said to be "on a more extended scale than in any previous year".

There were 11 more labour disputes during September than in the same month of 1904 and an increase of 8,000 in the number of working days lost, THE GAZETTE reported. Compared with August, there was one more dispute but a decrease of about 7,250 in the number of working days lost.

The number of immigrants entering Canada during July and August was somewhat less than in the corresponding period of 1904. A total of 15,946 arrived via the ocean ports and 6,081 from the United States, compared with 16,736 through the ocean ports and 7,198 from the United States in the same months in 1904.

Homestead entries, on the other hand, showed a considerable increase over those of the previous year, numbering 6,791 in July and August 1905, compared with 5,371 in the corresponding period of the earlier year.

International Labour Organization

Medical Examination (Seafarers) Convention Gains Required Ratifications, Now in Force

Ratification by seven of world's principal maritime nations was needed. Convention requires pre-hiring and periodic medical examinations for all those employed on sea-going vessels. Canada issues regulations

The Medical Examination (Seafarers) Convention of the International Labour Organization, which requires all persons employed on sea-going vessels to have medical examinations before being signed on, and periodically thereafter, came into force August 1.

An Order in Council on May 5 established the Medical Examination of Seafarers Regulations in Canada, with effect from August 1. The regulations will be applicable to every ship registered in Canada that is engaged in a foreign voyage or in a home-trade voyage extending south of the 36th parallel and is engaged in the transport of cargo or passengers for the purpose of trade. They will not apply to vessels of less than 200 tons gross registered tonnage or to fishing vessels.

A memorandum to shipping masters and collectors of customs acting as shipping master, signed by Norman Wilson, Assistant Director of Marine Services, Department of Transport, listed eight Department of National Health and Welfare establishments where medical examinations would take place. The procedure to be followed was given in the memorandum.

The ILO Convention (No. 73) was adopted by the Maritime Session of the

International Labour Conference at Seattle in 1946 but was only to come into force under certain conditions. The principle of these was that the Convention should be ratified by at least seven of world's principal maritime countries. At least four of these countries should have a million tons of shipping each.

These conditions have now been more than fulfilled with the ratification of the Convention by the following countries: Argentina, Belgium, Bulgaria, Canada, France, Italy, Norway, Poland, Portugal and Uruguay. (According to Lloyd's Register, these countries had between them a total of more than 18 million tons of merchant shipping in 1953.)

The Convention is an advance on an earlier international accord, approved by the ILO in 1921, under which medical examination was required only for young seafarers. It carries a step forward the ILO's work for the improvement of conditions of the world's seafarers.

Out of a total of more than 100 international labour Conventions adopted by the ILO since 1919, twenty-five or nearly a quarter refer to seafarers, indicating a field in which there is the greatest amount of international interchange.

Next ILO Conference to be Asked to Discuss Problem of Farmers' Migration to Cities

Director-General Morse will ask delegates for guidance on ways ILO can contribute more constructively "in this important area of social need"

The 1956 annual conference of the International Labour Organization will be asked to discuss the problem of farm families migrating to the cities in search of employment.

ILO Director-General David A. Morse, in an address to the Economic and Social Council of the United Nations, said his

annual report to next year's conference will ask the government, employer and worker delegates of the 70 ILO member countries for "guidance as to ways and means by which the ILO can contribute more constructively in this important area of social need".

In discussing recent ILO action on behalf of human rights, the Director-General declared:

In addition to our work to protect basic trade union rights, we have continued to strengthen our program and our machinery for dealing with forced labour.

The item was placed on the agenda of the next session of the Conference by unanimous decision of the Governing Body and the Conference is being asked to develop a new international instrument which will state the general principle that forced or compulsory labour should be totally abolished, more particularly as a means of political coercion or education, as a normal method of mobilizing labour for purposes of economic development, and as a means of labour discipline.

Moreover, the Governing Body has decided to set up an independent ILO *ad hoc* Committee on Forced Labour which will analyse material received by the Organization dealing with the use and extent of forced labour throughout the world and submit its conclusions to me for transmission to the Governing Body and for inclusion in my reports on forced labour to the next session of the Conference.

Mr. Morse then mentioned the progress being made against discrimination.

We have also made substantial progress in respect of discrimination in employment. The standards being formulated for the consideration of the Governing Body, and eventually by the Conference, have a positive emphasis: they aim not just at preventing discrimination but at developing a clear equality of opportunity for all persons, regardless of race, colour, national origin, sex or other factor not related to individual merit, in respect of all matters relating to employment and occupation. These standards will, in my view, represent a distinct and important step forward in the international attack on problems of discrimination in the general field of human rights, and will provide us with an indispensable basis for further action.

In discussing the problem of rural migration, Mr. Morse said: "The problems of persons of rural origin migrating to cities have received relatively less attention than the problems of rural development and welfare and those of persons already committed to and established in an industrial-urban order. This is a question which I intend to bring before the International Labour Conference next year."

5th Session, Permanent Agricultural Committee

Resolutions concerning placement problems and employment services in agriculture adopted, long series of suggestions made to Governing Body

The International Labour Organization's Permanent Agricultural Committee, at its fifth session in Paris September 1-10, approved a long series of suggestions to be considered by the government, employer and worker members of the ILO's Governing Body.

The committee, which brought together experts from all parts of the world, consists of officials in ministries, university professors, leaders of producers' organizations and trade unions, and other specialists.

It adopted resolutions on placement problems and employment services in agriculture which proposed:—

Creation or extension of agricultural sections in employment services which would co-ordinate labour supply and demand with other industries and other regions and would avoid disorderly movements of workers in search of employment.

That these units encourage the use of local manpower and co-operate with immi-

gration services in respect of the recruitment of foreign workers when needed.

That these units encourage adequate housing and welfare services.

That recruitment of farm workers should not be entrusted to persons who are to be supervisors at the place of work.

That Governments consider applying existing ILO standards on recruitment and migratory workers.

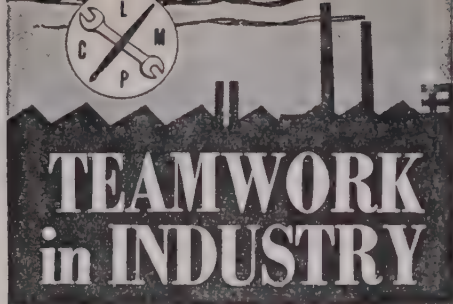
Arrangements to provide migratory workers with adequate food, shelter and transportation en route to employment.

Introduction or extension of vocational training, improved farming methods designed to raise land and labour productivity, and general educational facilities.

The experts also adopted a resolution asking the Governing Body to consider the following practical work to be undertaken by the ILO:—

Extension of ILO studies and statistics in the agricultural field.

(Continued on page 1162)



From the minutes of a meeting of a labour-management committee comes the following safety suggestion. Unfortunately, it was made not before but after an employee had been injured.

At the plant where the accident occurred and the suggestion originated, a man was going down a steep set of stairs, carrying a heavy load of tools which obscured his vision and employed both his hands. He fell and was hurt.

It was reported that the stairwell is equipped with a handrail but the man could not use it because both his hands were engaged.

The report suggested that in future employees should not use the stairs unless they have one hand free for the handrail. If they are carrying large, heavy loads, "employees should use the elevator, which is always at their disposal."

* * *

A British Railways productivity council has recently been formed, according to information received in Canada. The text of the document conveying this information, which should be of interest to readers of *Teamwork in Industry*, follows:—

"The Parliamentary Secretary to the Ministry of Labour announced in the House of Commons that the three railway unions and the Confederation of Shipbuilding and Engineering Unions had agreed in principle to the establishment of a British Railways Productivity Council. The shipbuilding and engineering unions are included because they have members in the railway workshops.

"This is the outcome of the undertaking by the unions to co-operate in measures to increase productivity on the railways. Up until now the efforts made by the Transport Commission to translate into practice all the talk there has been about increasing productivity have had very little result. "There is more hope this time that, following the establishment of this council, some real improvement may become possible."

* * *

An interesting and important phase in labour-management relations has been

entered into by the Continental Can Company and the United Steelworkers of America.

In a recent series of meetings held in New York, Chicago and Los Angeles, company and union officials (representatives of the Canadian subsidiary, Continental Can Company of Canada, and the Canadian Section of the United Steelworkers of America attended the Chicago meeting) met for the specific purpose of expressing the basic beliefs of the two parties which underlie their relationship.

The meeting was attended by top representatives of the company and the union. The company group was headed by Lucius D. Clay, Chairman of the Board, and the union group by David J. McDonald, International President.

Company Philosophy

The company's philosophy of management and labour relations was expressed by Mr. Clay. He emphasized that the objectives of the two parties were not in conflict and that they could best achieve their aims together.

As an example, he pointed out that the union's objective of providing continuous improvement in the standard of living and the security of the workers could best be met by a profitable, well-managed company able to compete successfully in today's market.

Speaking for the union, Mr. McDonald pointed to the need for finding causes for industrial peace as a prime purpose of the meeting. He said that learning to know and respect one another at the plant level would help to bring industrial peace at the top.

He emphasized that the aim of his union is to accept its responsibility under its labour agreements. Further, he said that the union respects the company's responsibility for the management of its plants in line with the provisions of the agreement and accepted standards of employee relations.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board held its August meeting on August 31 and September 1. The Board issued three certificates designating bargaining agents, ordered one representation vote, and rejected three applications for certification. During the month, the Board allowed the withdrawal of two applications for certification and received nine applications for certification.

Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by Oka Sand and Gravel, Inc., Montreal, aboard its tug vessels and dredge pump (L.G., Aug., p. 947).

2. Canadian Air Line Dispatchers Association, on behalf of a unit of employees of Trans World Airlines, Inc., employed at Gander, Nfld., and classified as dispatch co-ordinator, dispatcher, and flight dispatch assistant (L.G., Sept., p. 1038).

3. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 302, on behalf of a unit of employees of Calgary Television Company, Limited, Calgary, Alta., employed in the operating, repair and equipment departments of television station CHCT-TV (see below).

Representation Vote Ordered

United Steelworkers of America, applicant, and Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, and Sept-Iles Railway Mechanical Department Employees Association, intervener (L.G., Sept., p. 1038). The names of the applicant and of the intervener will appear on the ballot (Returning Officer: Remi Duquette).

Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Local 509, applicant, and West Indies Wharf (United Keno Hill Mines Ltd. and Cassiar Asbestos Corporation Limited), Vancouver, respondent (L.G., Aug., p. 946). The application was rejected for the reason that the Board considered it did not have jurisdiction over the company's operations.

2. National Association of Marine Engineers of Canada, Inc., applicant, and Northern Transportation Company Limited, Edmonton, respondent (L.G., Sept., p. 1038). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. B.C. Auto Workers Lodge 1857, International Association of Machinists, applicant, and International Transport Service Limited, Whalley, B.C., respondent (see below). The application was rejected for the reason that the Board considered it did not have jurisdiction over the company's operations.

Applications for Certification Withdrawn

1. General Truck Drivers and Helpers Union No. 31, applicant, and Cascade Motor Freight Lines Ltd., Vancouver, respondent (L.G., Aug., p. 947).

2. National Association of Marine Engineers of Canada, Inc., applicant, and Yellowknife Transportation Company Limited, Hay River, NWT, respondent (L.G., Sept., p. 1038).

Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of brakemen, engineers and conductors employed by the Iron Ore Company of Canada, Sept-Iles, Que. (Investigating Officer: Remi Duquette).

2. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 302, on behalf of a unit of technical employees employed by Calgary Television Company Limited, Calgary, Alta., at television station CHCT-TV (Investigating Officer: D. S. Tysoe).

3. B.C. Auto Workers Lodge 1857, International Association of Machinists, on behalf of a unit of employees of International Transport Service Limited, North Surrey, B.C. (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

4. Sept-Iles Railway Employees Association, on behalf of a unit of warehouse and stores employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (see below). (Investigating Officer: Remi Duquette).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of La Bonne Chanson Incorporée (Station CJMS), Montreal (Investigating Officer: C. E. Poirier).

6. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, on behalf of a unit of employees of Wyandotte Chemicals Corporation, Wyandotte, Mich., employed on Fighting Island, Ont. (Investigating Officer: R. L. O'Neill).

7. United Steelworkers of America, on behalf of a unit of warehouse and stores employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (see above). (Investigating Officer: Remi Duquette).

8. Froomfield Marine Association, on behalf of a unit of unlicensed personnel employed by Canadian Oil Companies Limited, Toronto, aboard the M/V *John Irwin* (Investigating Officer: R. L. O'Neill).

9. Sept-Iles Railway Employees Association, on behalf of a unit of train order operators, dispatchers, and freight agents employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., Sept., p. 1038) (Investigating Officer: Remi Duquette).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings

before the Minister of Labour

Settlements Reported by Conciliation Officers

1. Eastern Canada Stevedoring Co. Limited, Montreal (operation at Seven Islands, Que.), and the United Steelworkers of America (Conciliation Officer: R. Duquette) (L.G., Sept., p. 1039).

2. Shawinigan Falls Broadcasting Company Limited and St. Maurice District Radio Employees' Union (Conciliation Officer: R. Trépanier) (L.G., Sept., p. 1039).

3. Eastern Canada Stevedoring Co. Limited, Toronto, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 823).

4. Patricia Transportation Company Limited, Winnipeg, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: J. S. Gunn) (L.G., Aug., p. 948).

Conciliation Board Appointed

1. St. Charles Transportation Company Limited, Quebec, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (L.G., Sept., p. 1039).

Conciliation Board Fully Established

The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV), Windsor, Ont., and the National Association of Broadcast Employees and Technicians (L.G., Sept., p. 1040), was fully constituted in August with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, H. Brooke Bell,

QC, Toronto, and Earl Watson, Windsor, Ont., who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Atomic Energy of Canada Limited, Chalk River, and Local 165, American Federation of Technical Engineers (L.G., Aug., p. 948). The text of the report is reproduced below.

2. Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council (AFL) (L.G., Aug., p. 948). The text of the report is reproduced below.

3. CKOY Limited, Ottawa, and the National Association of Broadcast Employees and Technicians (L.G., May, p. 542). The text of the report is reproduced below.

Settlement Following Board Procedure

1. Shipping Federation of British Columbia, Vancouver, and the International Longshoremen's and Warehousemen's Union, Local 509 (L.G., Sept., p. 1040).

2. Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council (AFL) (see above).

Strike Action Following Board Procedure

CKOY Limited, Ottawa, and National Association of Broadcast Employees and Technicians (see above).

Industrial Inquiry Commission Appointed

In August, the Minister appointed Eric G. Taylor, Toronto as an Industrial Inquiry Commission to mediate the issues in dispute between the Seafarers' International Union of North America, Canadian District, and Union Steamships Limited, Vancouver (L.G., Sept., p. 1040).

U.S. Moves to End Discrimination in Transportation Employment

A preliminary step to end discrimination in employment in the United States transportation industry was taken last month by the President's Committee on Government Contracts.

The group unanimously agreed to call leaders of railroads, airlines, steamship com-

panies and labour unions into conference to discuss the problem. The aim, a spokesman said, was to lay the ground for an order requiring non-discrimination clauses in all Government transportation contracts.

No date for the proposed meeting was set.

Report of Board in Dispute between

Atomic Energy of Canada Limited

and

Local 165, American Federation of Technical Engineers

The Board of Conciliation, Eric G. Taylor, Esq., Chairman; E. Macaulay Dillon, Esq., QC, nominee of the employer; and James O. Robertson, Esq., nominee of the bargaining agent; sat for the hearing of this matter at Ottawa, Ont., on the 12th and 13th days of July 1955.

The employer was represented by Mr. J. C. Adams, QC, Counsel; Mr. T. W. Morrison, Manager Administration Division; Mr. F. E. Lepin, Superintendent of Personnel; Mr. G. P. Maxwell, Job Evaluation Officer; Mr. J. Holland, Superintendent Maintenance and Construction; Mr. J. Daley, General Foreman, Machine Shop; Mr. D. C. Campbell, Secretary-Treasurer; Mr. S. Watson, Administrative Assistant to Vice-President Research; and Mr. F. Bainbridge, Superintendent Chemical Division.

The bargaining agent was represented by Mr. Melrose S. Kerr, International Representatives Mr. O. W. Schwer, Past President and Chairman of the Negotiating Committee; and Mr. C. H. Plunkett, President.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st April, 1954, which continued in effect until 1st April, 1955. At the outset of the hearing it was agreed that the only matter in issue referred to the Board involved the question of annual salaries. In addition to an increase in the annual salary ranges for each labour grade the bargaining agent requested certain changes in certain aspects of salary administration, including the application of job evaluation, and sought participation in merit rating. The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect a settlement of the dispute, but without avail.

Of the 240 persons in the bargaining unit represented by the bargaining agent, 90 per cent are men and 10 per cent are women. They are governed by a range of annual salaries which were established on 1st February, 1954, when a general increase of 7 per cent was made effective. The salary grades and their respective annual

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and Local 165, American Federation of Technical Engineers.

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, E. Macaulay Dillon, QC, and J. O. Robertson, both of Toronto, nominees of the company and union respectively.

The text of the report is reproduced below.

salary ranges, together with the new salary ranges sought by the bargaining agent, are as follows:

	Present Ranges	Ranges Sought by Bargaining Agent
Grade 1	\$2,100-\$2,600	\$2,300-\$2,900
Grade 2	2,600- 3,200	2,900- 3,500
Grade 3	3,200- 3,800	3,500- 4,100
Grade 4	3,800- 4,400	4,100- 4,700
Grade 5	4,400- 5,100	4,700- 5,300

An examination of the foregoing reveals that the bargaining agent requested an increase in the amount of \$300 per annum for the minima and the maxima of all ranges except the minimum of Grade 1 and the maximum of Grade 5, each of which were to be increased in the amount of \$200 per annum. In addition, the bargaining agent requested the adoption of salary ranges which would provide a uniform range of \$600 per annum for each Grade and asked that the \$600 range be divided equally into six \$100 increments.

In respect of merit rating, the bargaining agent requested: "...Equal participation in merit reviews with results being subject to grievance procedure in entirety as provided for all other grievances."

The bargaining agent's request in respect of job evaluation involves the awarding of a uniform dollar value for the point rating of each of the jobs performed by the members of the bargaining unit.

The Board is of the opinion that no useful purpose would be served in setting forth herein details of the arguments advanced by the parties, or in making

comment respecting their relevancy. Briefly stated, both parties to the dispute compared the salaries of the employees in the bargaining unit with those prevailing for non-professional technical employees in governmental departments or agencies. There was a difference of opinion between the parties as to the comparability of certain classifications in the bargaining unit with classifications of employees employed by the Defence Research Board and the Civil Service Commission. Generally speaking, the bargaining agent wished to compare a specific classification in the bargaining unit with one which the employers argued was a grade higher elsewhere. Neither party contended that the salaries paid by the employer, a Crown company, were comparable with, or that they should be compared with, those prevailing for similar work in industry generally.

Only 41 of the employees in the bargaining unit are draftsmen. The employees in the bargaining unit were formerly part of a group of salaried employees whose salaries were subject to annual service increases. Since the execution of the collective agreement dated 1st April, 1954, they have been governed by a merits review arrangement which results in selective merit increases. Certain of the employees in the unit received merit increases on 1st April, 1955.

The ranges of salaries at present in effect were established by Agreement in April 1954. At that time the bargaining agent requested and was granted a range of \$500 for Grade 1, and a range of \$700 for Grade 5. It now seeks to have the range for Grade 1 increased to \$600 and the range for Grade 5 decreased to \$600.

It is apparent that the demands of the bargaining agent and the arguments advanced in support of them, reflect an absence of agreement between the parties concerning broad aspects of salary administration and personnel administration which do not squarely arise for consideration by the Board. The nature of the work performed by a majority of the employees in the unit, and the fact that there is a collective bargaining relationship between their bargaining agent and the employer, would seem to suggest that the employees in this unit have a greater affinity with the employees represented by the several unions of the Atomic Energy Allied Council than with any other group of persons in the employ of the employer. The annual salaries for their classifications, like the hourly rates of the employees represented by other unions, are subject to renegotiation when the collective agreement is being renegotiated. The actual salaries of indi-

vidual employees may be increased by the employer within the respective ranges as a result of a merit rating review. The group of employees from which the present bargaining unit was separated is governed by annual salaries which are revised from time to time by the employer as the result of the changes made in similar salaries for employees of governmental departments and agencies. Apart from the difference in the method of salary determination and administration, the employees represented by the bargaining agent are governed by the same terms and conditions of employment as other salaried employees of the employer.

Merit Rating Review

The present collective agreement provides in Article 18.05 as follows:

...It is agreed that the Association may make representation to the Company on the performance rating of any individual employee. It is understood, however, that this will not be considered a Grievance nor will it be subject to Grievance Procedure.

The bargaining agent seeks joint participation in the rating of an employee's performance and also wishes the result of the rating to be capable of being challenged by an employee through the grievance procedure. It is demonstrably impracticable for the bargaining agent to participate in the rating of an individual employee as his agent and then reserve for the individual affected the right to grieve. It is a well established and commonly accepted principle of personnel administration that the employer has the sole right to make an appraisal of the employee's performance and that the employee affected by the exercise of that right may lodge a grievance arising out of individual hardship or injustice. We respectfully recommend to the parties that the agreement be amended to comply with this principle.

Application of Job Evaluation Points

There are 33 job classifications governing the members of the bargaining unit. Each classification has been allotted a specific number of points which are not now applied on a uniform basis due to the fact that Grade 1 and Grade 7 have a different range of salaries than the other grades. The bargaining agent seeks a uniform application and the establishment of uniform ranges of \$600 for each grade. As set out in the foregoing, the present ranges were established on a non-uniform basis at the request of the bargaining agent. There is no basis upon which the Board can predicate a recommendation in respect of the application of job evaluation points, nor is

there any material before us to justify a recommendation that the present ranges which were established by agreement between the parties should be changed.

Term of Agreement—Wages

The dispute referred to this Board arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement which would run from 1st April, 1955, to 1st April, 1956. The Board sat for the hearing of this matter on the 12th and 13th days of July 1955. The first adjustment in wages for the employees represented by the Atomic Energy Allied Council is in the amount of 3 cents per hour and becomes effective 1st August, 1955. We respectfully recommend to the parties involved in this dispute that the former collective agreement be renewed save and except the amendments made necessary by virtue of the adoption of the recommendations contained in this report, together with any other amendments to which the parties

had agreed prior to these proceedings and that the agreement continue in effect until 1st August, 1956.

The Board also recommends that effective 1st August, 1955, the minimum of the annual salary range for Grade 1 be increased in the amount of \$60 and that all other minima and maxima of the ranges for the five grades be increased by three per centum with corresponding increases for each of the employees in the several occupational classifications governed by the five ranges.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Member.

(Sgd.) J. O. ROBERTSON,
Member.

Dated at Toronto, Ontario, this 30th day of July 1955.

Report of Board in Dispute between

Atomic Energy of Canada Limited

and

Atomic Energy Allied Council (AFL)

The Board of Conciliation, Eric G. Taylor, Esq., Chairman; E. Macaulay Dillon, Esq., QC, nominee of the employer; and D. R. Walkinshaw, Esq., QC, nominee of the bargaining agent, sat for the hearing of this matter at Ottawa, Ont., on the 11th and 12th days of July 1955.

The employer was represented by Mr. J. C. Adams, QC, counsel; Mr. T. W. Morrison, Manager Administration Division; Mr. F. E. Lepin, Superintendent of Personnel; Mr. G. P. Maxwell, Job Evaluation Officer; Mr. J. Holland, Superintendent Maintenance and Construction; Mr. J. Daley, General Foreman Machine Shop; Mr. D. C. Campbell, Secretary-Treasurer; Mr. S. Watson, Administrative Assistant to Vice-President Research; and Mr. F. Bainbridge, Superintendent Chemical Extraction.

The several unions which comprise the Atomic Energy Allied Council were represented by Messrs. John Bruce and A. Dawson, Plumbers and Steam Fitters; Messrs. F. A. Acton, G. Lehman and G. Chartrand, Carpenters and Joiners; Messrs.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council (AFL).

The Board was under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other two members, E. Macaulay Dillon, QC, and D. R. Walkinshaw, QC, both of Toronto, nominees of the company and unions respectively.

The text of the report is reproduced below.

W. H. Roach and O. Chochrane, International Brotherhood of Electrical Workers; Messrs. J. Wedge and D. McLaren, Operating Engineers; Messrs. T. Lees and J. Peever, International Brotherhood of Teamsters; Messrs. C. Gutzman and M. Tucker, Fire Fighters Association; Messrs. A. Reith and T. Gilmore, International Association of Machinists; Mr. R. Dodds, Sheet Metal Workers; and Messrs. C. Garrett and W. H. Raby, Atomic Research Workers Union.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated May 2, 1953, which continued in effect until March 31, 1955. The several unions represent some 863 hourly rated employees. The matters in issue referred to the Board were as follows:—

1. Seniority
2. Union Security
3. Vacation
4. Shift Premium
5. Hours of Work
6. Wages.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them respectively in an endeavour to effect a settlement of the dispute. The Board is pleased to report that agreement between the parties has been reached and that in the presence of the Board representatives of the parties executed a Memorandum of Terms of Settlement which reads as follows:

In the presence of a Board of Conciliation established in respect of a dispute between Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council, American Federation of Labor. The representatives of the parties accepted and agreed to recommend to their respective principals Terms of Settlement as follows:—

The Collective Agreement dated 2nd May, 1953, and expiring on the 31st of March, 1955, will be renewed and continue in effect until 1st April, 1957, save and except the amendments made necessary by virtue of the following, together with amendments previously agreed to:

SENIORITY

The seniority of an employee shall date from the 1st February, 1947, or the date of his employment whichever is the latter. When employees who have started to contribute to the pension plan are laid off for lack of work, they will be retained on a recall list for periods up to 12 months. They shall be removed from such list by voluntary termination or withdrawal of contributions to the pension fund. They shall retain seniority standing while on the recall list, and will be recalled in order of seniority to any job which they are capable of performing. If they do not report for work within five working days after recall, they shall be terminated.

FACILITIES FOR DUES DEDUCTION

Each new employee will be furnished with a copy of the Collective Agreement and the

Dues Deduction Authorization Form and will be informed of the name of the union in which he is eligible to become a member and the name of the union steward who will represent him.

VACATIONS

Three weeks of vacation with pay will be granted employees upon the completion of ten years of continuous service from 1st February, 1947.

SHIFT PREMIUM

Effective 1st April, 1956, the shift premiums for evening and night shifts will become 7 cents and 10 cents per hour, respectively.

HOURS OF WORK

Effective 1st August, 1955, the weekly hours of work for day workers will become 41½ hours.

Effective 1st August, 1955, the weekly hours of work for shift workers will become 44 hours.

Effective 1st April, 1956, the weekly hours of work for day workers will become 40 hours.

Effective 1st April, 1956, the weekly hours of work for shift workers will become 42 hours.

WAGES

Effective 1st August, 1955, all wage rates will be adjusted by the application of the following formula:

$$\frac{42.5}{41.25} \times \text{rate}$$

Effective 1st August, 1955, after the application of the aforementioned formula, all wage rates will be increased in the amount of three cents per hour.

Effective 1st April, 1956, all wage rates will be adjusted by the application of the following formula:

$$\frac{41.25}{40} \times \text{rate}$$

Effective 1st April, 1956, after the application of the aforementioned formula, all wage rates will be increased in the amount of 5 cents per hour.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) E. MACAULAY DILLON,
Member.

(Sgd.) D. R. WALKINSHAW,
Member.

Dated at Toronto, Ontario, this 19th day of July 1955.

(Continued from page 1154)

Preventive and educational measures to protect the health and safety of agricultural workers.

A study of rural workers' housing.

Discussion by an ILO general confer-

ence of ways to guide member states in the effective application of social legislation.

The committee also stressed the desirability of drawing the attention of governments to the ILO technical assistance potentialities in agriculture.

Report of Board in Dispute between

CKOY Limited, Ottawa

and

National Association of Broadcast Employees and Technicians

The Board of Conciliation, Eric G. Taylor, Esq., Chairman; Harold M. Daly, Esq., QC, nominee of the employer; and Miller Stewart, Esq., nominee of the bargaining agent, sat for the hearing of this matter in Ottawa, Ont., on the 21st day of March and the 1st day of June 1955, and in Toronto, Ont., on the 8th day of June 1955.

The employer was represented by Mr. Ronald C. Merriam, Counsel; Mr. W. E. Todd, Station Manager; and Mr. Keith Sterling, Program Director.

The Bargaining Agent was represented by Mr. E. B. Jolliffe, QC, Counsel; Mr. T. J. O'Sullivan, Representative; Mr. M. Lipson, Chairman Bargaining Committee; and Messrs. D. Frazer, B. Guilfoile and E. Wilcox, Members.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a collective agreement dated 1st February, 1954, which was deemed to have expired on 31st January, 1955. The matters in issue referred to the Board were as follows:—

1. Job Classifications
2. Wages
3. Hours of Work
4. Overtime
5. Union Security
6. Term of Agreement.

The Board heard the representations of the parties and subsequently engaged in private discussions with each of them in an endeavour to effect a settlement of the dispute. At the close of the hearing of 8th June, 1955, the representatives of the parties prepared a Memorandum of Terms of Settlement but due to a misunderstanding which arose concerning the minimum rates for each occupational classification the document was not executed. Subsequently, the Chairman of the Board discussed the matter in issue with representatives of the parties and we are now pleased to report that a settlement of the whole dispute has been effected. In addition to agreements between the parties concerning the minimum rates for each occupational classification, the Terms of Settlement involve the following:

1. *Term of Agreement*—A period of 18 months from June 1, 1955, to December 1, 1956.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between CKOY Limited, Ottawa, and the National Association of Broadcast Employees and Technicians.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of Harold Mayne Daly, QC, Ottawa, and Miller Stewart, Sturgeon Point, Ont., nominees of the company and union respectively.

The text of the report is reproduced below.

2. *Wages*—(a) A general wage increase effective June 1, 1955, to all employees other than announcers, special events reporter and relief switchboard operator of 5 per cent of his basic salary (as of May 31, 1955) or 10 dollars per month, whichever is the greater.

(b) Effective December 1, 1955, a general wage increase to all employees of 4 per cent of basic salary as of November 30, 1955.

(c) Effective June 1, 1956, a general wage increase to all employees of 4 per cent of basic salary as of May 31, 1956.

(d) Announcers with two years' service as of May 31, 1955, as announcers at CKOY shall have a minimum basic salary of \$200 per month.

(e) The basic salary for the newly established category of "Special Events Reporter" shall be \$215 per month as from June 1, 1955.

(f) The basic salary for the "Relief Switchboard Operator" shall be \$115 per month, for a 33-hour, 6-day work week, as from July 1, 1955.

(g) Employees assigned as "Assistant Program Director" and "Chief News Announcer" shall receive, in addition to other compensation, a differential of \$25 as from June 1, 1955.

(h) The woman's editor shall be assigned to the "Announcer" classification and wage scale at the minimum rate.

3. The parties agree to meet as soon as possible after ratification by their respective principals and incorporate the foregoing items together with those items agreed to during the negotiations of December 1954, and subsequent thereto, into a new collective agreement.

4. In addition to the foregoing, it is understood and agreed that the following assurances have been made:

(a) The company will write a letter to the employees setting forth the company's position with respect to union membership and/or dues check-off authorization.

(b) The parties will meet in an attempt to explore the possibility of instituting a

(Continued on page 1188)

Collective Agreements in Hospitals

More than 21,500 employees of 102 hospitals now covered by collective agreements; 14 have been negotiated on behalf of graduate nurses. Agreements usually have liberal vacation, holiday, sick leave clauses

During the past ten years, unions have carried on a considerable organizing activity among hospital workers and, at the present time, a significant number of workers are covered by collective bargaining agreements. The Economics and Research Branch has now on file 100 labour-management agreements* in effect in hospitals for service and nursing personnel. These have been bargained for more than 21,500 workers and cover employees of 102 hospitals. There are, in addition, a number of agreements for operating engineers only, which have not been used in the present study.

Eighty-six of the agreements applying to 19,795 workers cover employees in categories other than those engaged in the medical and nursing professions. Service employees in such departments as dietary, housekeeping, maintenance, laundry and stores, as well as orderlies and nurses' aides are generally affected. In many cases X-ray and laboratory technicians are included and in 41 of these agreements office workers are also included in their coverage. Fourteen agreements have been negotiated on behalf of 1,777 graduate nurses. These latter contracts are included in this study but have been kept separate for analytical purposes.

A large proportion of the 100 collective agreements examined cover employees of general hospitals; 87 of the agreements apply to this type. Other agreements are for employees of mental, tuberculosis, chronic cases and crippled children hospitals. One agreement covers more than 1,500 employees of a number of general

hospitals in addition to employees of one mental institution and one hospital for chronic cases. The nature of the hospitalization service rendered does not appear to alter to any extent the content of the collective agreement.

As will be seen in the accompanying table, more than half of the 100 agreements have been bargained by affiliates of the Trades and Labour Congress of Canada. Many of these bargaining agencies are directly-chartered locals of this Congress, but one of its international affiliates, the Building Service Employees' International Union, has organized a substantial number of hospital employees. The contracts of this union are almost all in Ontario and the Prairie Provinces. Except for two bargaining units in Ontario, all contracts of the *Fédération Nationale Catholique des Services, Inc. (CTCC)* cover employees of hospitals in Quebec.

Of the 86 collective agreements for employees other than nurses, more than one-third cover bargaining units of fewer than 100 employees each, the majority having from 50 to 99. Slightly less than 40 per cent of the bargaining units are in the 100 to 300 employees group. The four largest units together include nearly 5,000 workers.

The collective agreements applying to employees of hospitals generally cover the same subjects as labour contracts in industry. Agreements applicable to hospitals have, as a rule, more liberal provisions regarding vacations with pay, paid statutory holidays and sick leave.

Provisions in Agreements for Employees Other than Nurses

Union Security—More than 65 per cent of the contracts provide some form of union membership requirement. Most frequent is a modified union shop under which members of the union at the time the contract became effective must maintain

their membership and new employees will become members of the union and remain so during the life of the collective agreement, as a condition of employment. A typical clause of this type reads as follows:

It is agreed that employees covered by this agreement who are at present members of the Union shall maintain membership in the Union as a condition of employment. It is further agreed that new employees... shall become members of the Union on the first day of the month immediately following completion of.....month(s)' service in a regular position and shall remain members of the Union as a condition of employment. This clause applies only to persons hired to fill regular positions for which the Union is the certified bargaining agent.

* Since 1944, agreements extended by Order in Council under the Quebec Collective Agreement Act have been in effect covering hospitals in certain areas of that province, including the eastern part of the province (Quebec, Trois Rivières, etc.) and, since 1945, in the St. Hyacinthe area. Some of the hospitals in these districts are covered by separate agreements and are dealt with in this article. Provisions of the Orders in Council, however, are not included here.

SELECTED PROVISIONS IN COLLECTIVE AGREEMENTS FOR HOSPITAL EMPLOYEES

	Graduate Nurses		Other Employees	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
Total agreements studied.....	14	1,777	86	19,795
<i>Geographical area</i>				
Quebec.....	7	597	16	4,785
Ontario.....	1	200	23	5,729
Prairie Provinces.....	1	200	23	5,282
British Columbia.....	6	980	24	3,999
<i>Unions</i>				
Building Service Employees' International Union (AFL-TLC).....			24	5,199
Fédération Nationale Catholique des Services (CTCC).....	7	597	16	4,798
National Union of Public Employees (TLC).....			2	1,166
Other TLC Unions.....	1	450	29	4,527
CCL Unions.....			8	2,136
Associations of professional nurses.....	6	730		
Other, including employees' associations.....			7	1,970
<i>Union security—Membership</i>				
Compulsory membership for all employees.....			5	1,123
Compulsory membership for new employees and maintenance of membership for all members.....	1	49	37	8,362
Compulsory membership for new employees only.....			2	148
New employees have option of joining union or paying regular union dues.....			3	297
Maintenance of membership only.....	6	548	7	1,029
Other membership requirements.....			4	1,488
No provision.....	7	1,180	28	7,348
<i>Union security—Check-off of union dues</i>				
Compulsory and irrevocable for all members.....			4	1,426
Compulsory and irrevocable for all employees, whether members of union or not.....			6	1,953
Voluntary and irrevocable.....	4	499	8	3,047
Voluntary and revocable.....			11	3,233
Voluntary for present members, compulsory for new employees.....			8	1,280
Provisions for check-off, not stated if voluntary or revocable.....	2	73	26	4,335
Other forms of check-off.....			3	685
No provision.....	8	1,205	20	3,836
<i>Hours per week</i>				
40 hours.....	6	980	27	5,973
44 hours.....	1	200	37	7,995
48 hours.....	7	597	17	4,910
Other number of hours.....			2	376
No provision.....			3	541
<i>Days per week</i>				
5 days.....	6	980	22	3,613
5½ days.....	1	200	23	4,016
6 days.....	7	597	17	4,923
No provision or number of days for majority not ascertainable.....			24	7,213
<i>Shift schedules and differentials</i>				
Three shifts, with:				
No differential in pay.....	6	730	3	944
Differential for third shift only.....	1	49	1	516
Equal differential for 2nd and 3rd shifts.....	2	475	13	2,603
Higher differential for 3rd than for 2nd shift.....	5		5	585
Two shifts with differential.....	2	331		
Shift work indicated, number of shifts not mentioned:				
No differential in pay.....			22	5,611
With differential.....	3	189	20	3,509
No mention of shifts.....			22	6,027
<i>Overtime</i>				
Time and one-half after daily and weekly hours.....			22	3,687
Time and one-half after daily hours (no mention of weekly hours).....			4	734
Time and one-half after weekly hours (no mention of daily hours).....			8	1,613
Straight time for ½ hour or less; when overtime exceeds ½ hour, rate of 1½ times applies to whole overtime period.....			5	2,004
Straight time after daily or weekly hours for short period before rate of 1½ times applies.....	1	198	3	433
Time and one-half after daily hours for number of hours, then double time.....			8	737
Time and one-half after regular hours over a two-week period.....			11	2,792
Time and one-half or time off at rate of 1½ time worked.....	6	551	12	3,348
Compensatory time off or time and one-half.....	4	738	2	586
Compensatory time off only.....	1	37	3	1,682
Other arrangement.....	1	53	5	1,205
No provision.....	1	200	3	974

SELECTED PROVISIONS IN COLLECTIVE AGREEMENTS FOR HOSPITAL EMPLOYEES—(Continued)

	Graduate Nurses		Other Employees	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
<i>Number of paid statutory holidays:</i>				
11 days.....			16	3,197
10 days.....	10	1,278	27	7,792
9 days.....	1	53	16	4,471
8 days.....	2	356	20	2,691
7 days.....	1	85	3	668
Other provision.....			3	693
No provision.....			1	283
<i>Vacations with pay</i>				
Uniform vacation plans:				
Four weeks after one year.....	5	530		
Three weeks after one year.....	1	450	3	1,707
Three or four weeks after one year, depending on position.....	1	200		
Two weeks after one year.....			2	406
<i>Graduated vacation plans:</i>				
One week after—				
Six months' service.....			20	4,669
One year's service.....			18	5,042
Two weeks after—				
One year's service.....	7	597	58	11,086
Two years' service.....			1	65
Three years' service.....			10	2,660
Four years' service.....			3	1,947
Five years' service.....			3	371
Ten years' service.....			1	175
Three weeks after—				
One year's service.....			2	174
Two years' service.....	4	498	7	595
Three years' service.....	3	98	5	503
Five years' service.....			21	3,779
Seven years' service.....			4	344
Eight years' service.....			4	904
Ten years' service.....			13	4,342
Twelve years' service.....			2	295
Thirteen years' service.....			1	516
Fifteen years' service.....			5	1,771
Twenty years' service.....			4	745
Twenty-five years' service.....			2	199
Four weeks after—				
Five years' service.....	6	548	3	715
Six years' service.....	1	49		
Other service requirement.....			1	175
No provision, or provision with no details.....			3	579
<i>Paid sick leave</i>				
At full pay for specified period, and cumulative.....	7	1,180	61	11,844
At full pay for specified period, not cumulative.....	4	156	11	2,184
At partial pay.....	1	310	2	416
Other plans, including provision with no details.....	2	131	4	1,407
No provision.....			8	3,944
<i>Room and board</i>				
Specified charges for room and full board.....	9	838	20	5,311
Specified charges for meals; no mention of room.....	1	49	6	1,126
Cafeteria facilities mentioned; no mention of room.....			5	466
Room and meals mentioned; no charges included.....			13	3,405
Other provisions.....	1	198	6	1,082
No provision.....	3	692	36	8,405
<i>Uniforms</i>				
Uniforms supplied and laundered.....			45	9,129
Uniforms supplied, not stated if laundered.....			16	3,927
Uniforms not supplied, but laundered.....	7	760		
No provision.....	7	1,017	25	6,739
<i>Seniority</i>				
Recognized and applicable to one or more of:				
Layoffs, rehiring, promotions, choice of shifts, of work or vacations.....	9	1,247	80	17,226
No provision.....	5	530	6	2,569
<i>Grievance procedures</i>				
Procedure outlined and provision for representation of employees.....	8	1,047	82	19,239
Mention of grievances but no procedure outlined.....	6	730	3	186
No provision.....			1	370

SELECTED PROVISIONS IN COLLECTIVE AGREEMENTS FOR HOSPITAL EMPLOYEES—(Concluded)

	Graduate Nurses		Other Employees	
	Number of Agreements	Workers Covered	Number of Agreements	Workers Covered
<i>Representation of employees in grievance procedure</i>				
Union or grievance committee and officers of the union..	6	974	54	12,155
Officers of union only.....	5	530	8	2,132
Union or grievance committee of employees only...	2	73	22	5,073
No provision.....	1	200	2	435
<i>Arbitration of disputes</i>				
Single arbitrator (If parties do not agree on choice of person, he will be nominated by provincial Minister of Labour)			4	760
Arbitration board—If parties do not agree on choice of chairman, he will be nominated by:				
Provincial Minister of Labour...	7	1,022	57	11,833
Provincial Minister of Health.....			7	2,190
Other designated persons.....	1	25	6	1,208
No provision for choice of chairman....	5	530	8	2,847
No provision for arbitration	1	200	4	957

Regionally, agreements in British Columbia have the strongest union security clauses, 18 agreements out of 24 providing for either the modified or the full union shop.

Check-off of Union Dues—The check-off by the employer of union dues is common, with more than 75 per cent of the agreements having such a provision. In many it is not stated definitely whether the check-off is compulsory or voluntary or whether it is revokable or not. Such agreements state only that upon presentation by the union of a form duly signed by the employee, the employer agrees to deduct every month during the life of the agreement the regular union dues from the employee's salary and transmit them to the union.

The agreement may also provide that the employer will transmit monthly to the union a list showing the deletions and additions to the positions for which the union is certified. In some cases, they also specify that the employer will retain a fixed percentage (3, 4 or 5 per cent) of the total amount deducted under the check-off clause, to defray administration expenses.

Hours of Work—The standard work week is generally 40, 44 or 48 hours (see table). As a rule, agreements provide for a 40-hour week in British Columbia, a 44-hour week in the Prairie Provinces and Ontario, and a 48-hour week in Quebec.

In 34 agreements covering nearly 12,000 workers, hours of work vary according to departments or occupations. In such cases the work week indicated in the table for each of these bargaining units is that which it is estimated applies to the largest number of workers.

Some agreements specify a definite number of hours as constituting the work week

but stipulate that additional hours may be worked in one week so long as the total hours over a two-week period average the specified number per week. Several agreements provide only the number of regular hours of work per week, without mentioning the number of days or the number of hours per day. It appears, however, that 5, 5½ and 6 days per week are all common.

Rest Periods—Provisions for rest periods during the work day are included in 35 agreements covering nearly 6,400 workers. Rest periods of 10 or 15 minutes are stipulated, once a day in 11 agreements applying to 2,250 employees, and twice a day in 14 agreements applying to 1,900 workers. Other arrangements occur in 10 agreements affecting 2,200 workers.

Shift Schedules and Differentials—Shift work is referred to in 64 agreements covering about 13,800 workers. Provisions vary considerably from only a mention of shift work for certain occupations to detailed provisions about the number of shifts, hours for each shift and a system of rotation for workers. An example of a clause follows:

Due to the type of work carried on in the Hospital it is necessary that evening and night shift be maintained; therefore, it is agreed that those employees who work on the evening and night shift... will receive an additional remuneration at the rate of... cents for each evening or night shift worked. "Night" shifts shall be defined as those eight (8) hour shifts in which the major portion occurs between 12.00 midnight and 8.00 a.m. "Evening" shifts shall be defined as those shifts in which the major portion of an eight (8) hour shift occurs between 6.00 p.m. and 12.00 midnight.

About two-thirds of the 64 agreements that mention shift work do not say, however, whether two or three shifts are to be worked.

Overtime—All but three agreements have provisions regarding premiums for overtime work. As may be seen from the table, the methods of calculating overtime compensation vary considerably. But by far the most common practice is the payment for overtime at time and one-half the regular rate of pay. Where an option is indicated between pay at time and one-half or compensatory time off with pay, the option is to be exercised by the employer, usually within a stipulated period of time after the overtime has been worked.

Wage Provisions—All but two agreements include a list of the various occupations and wage rates to which the contract applies. A number of agreements contain also a brief job description for each position.

Three agreements have a clause stipulating that men and women are to receive equal pay for equal work. On the other hand, in 22 agreements women in the same job classification as men have lower rates of pay. It could not be ascertained from the agreements, however, whether job classifications with identical names actually involve the same duties for women as for men. In seven contracts, a clause provides that the management of the hospital may pay a lower wage rate to handicapped workers, usually after consultation with the union.

Wage rates are on a monthly basis in 61 agreements covering 12,800 employees and on a weekly basis in 17 other contracts applying to 5,700 workers. In other agreements, some employees are paid on an hourly basis and some on a weekly or monthly basis. Where the wage schedules are on a monthly basis, and in some where wages are listed on a weekly basis, the agreement often stipulates that employees will be paid every second week.

Provision for increases in the wages of individuals was made in 81 agreements. Length of service is generally the only factor indicated in determining the application of these increases. In a few agreements, however, both merit and length of service were mentioned as considerations. Only one of the 86 agreements analysed contains a cost of living escalator clause based on the consumer price index.

Paid Statutory Holidays—From nine to eleven paid statutory holidays per year are provided in 69 per cent of the agreements, covering 78 per cent of the workers.

Owing to the necessity for continuous service in most departments, many employees are required to work on holidays. Detailed provisions dealing with compensation for work on holidays were found in 78

agreements covering more than 18,700 workers. In 31 of these, it is provided that employees working on a paid statutory holiday shall receive another day off with pay or, if this is not feasible, shall be compensated at the rate of time and one-half their regular wage rate. Some agreements mention that the holiday rate of time and one-half is to be in addition to the regular pay for the holiday, but the wording in several agreements is such that it is not ascertainable whether this is the general practice. In 13 other agreements, employees working on a holiday receive another day off with pay or another day's pay; in 14 contracts mention is made only of another day off to be granted if a statutory holiday is worked; in 10 other contracts double time is provided for work on paid statutory holidays.

Paid Vacations—Paid vacations on a graduated scale are provided in the majority of the collective agreements. Seventy agreements affecting slightly more than 14,000 workers include vacation plans for a maximum of three weeks dependent on length of service with the hospital, and four provide a maximum of four weeks. The third week of vacation is granted before or on completion of ten years of service in 56 agreements covering 10,600 workers (see table). Under most of the graduated plans, employees are entitled to two weeks of vacation after one year of service. Under five agreements the employees are entitled to a uniform vacation of either two or three weeks per year after one year's service.

Paid Sick Leave—Sick-leave-with-pay plans are found in 82 agreements applying to more than 15,800 employees. Sick leave credits are earned at the rate of a specified number of days per month or year of service completed. In the majority of cases sick leave may be accumulated from year to year up to a stipulated maximum. The number of days that may be accumulated for this purpose varies considerably, ranging from 14 to more than 150 days. In the cases where sick leave credits are not cumulative from year to year, the number of days that may be taken as sick leave with pay range from 10 to 21 per year.

Some 25 agreements specify that when an employee claims sick leave with pay while receiving workmen's compensation benefits, he shall either receive his full pay and remit his workmen's compensation benefits to the hospital, or receive his full pay less the amount received from workmen's compensation.

Unpaid Leave of Absence—Employees may be granted leave of absence for union

business in the hospital or for other union business such as conventions under 49 agreements covering 12,700 employees. The following are two typical clauses taken from two different agreements:

I

Employees requesting time off for the purpose of attending labour conventions or other Union Business not connected with this agreement, shall be granted such time off without pay, subject to the recommendation of the Department Head and as approved by the Board of Governors.

II

Leave of absence without pay shall be granted designated representatives of the Union when it becomes necessary to transact business in connection with negotiations and major grievances within the Hospital unless such time off would interrupt the flow of work in the department or the Hospital; provided, however, that such designated representatives of the Union shall be paid by the Hospital for time lost in attending meetings during working hours whenever their attendance is requested by the Hospital. Any exception to the above must be requested in writing by the Union Business Agent to the Director of the Hospital.

Agreements often stipulate also that employees may be granted, at the discretion of the management, leave of absence without pay for a valid personal reason.

Seniority—Most agreements recognize seniority rights based on length of service in the hospital. A few agreements definitely state that seniority is on a departmental basis.

The most frequent application of seniority provided in the agreements is to promotions, layoffs and rehiring. These three factors are stipulated in 44 agreements covering 9,700 employees. In half of the 86 agreements and affecting 7,200 workers, a clause provides that seniority will be taken into consideration in allotting the choice of the vacation period. Seniority is also considered in the transfer of employees to other positions under 28 agreements affecting 4,100 workers.

Pensions, Life Insurance and Sickness Benefit Plans

There are no provisions for pensions, life insurance or sickness benefit plans in agreements covering approximately two-thirds of the hospital employees under collective agreements. As noted above, however, sick leave with pay is provided in a large proportion of the agreements.

Pension plans were mentioned in 12 agreements affecting 4,200 employees, although details of the plans were not generally included. Hospitalization, surgical and medical benefit plans were provided under 27 agreements covering 7,600 employees. Health, welfare and retirement plans are of the contributory type in 12 agreements covering 4,200 workers. In a number of

agreements, there are provisions for free hospitalization and medical care or these services are provided at a reduced rate for permanent employees.

Room and Board—Provision for room and/or board is made in the terms of 50 contracts covering close to 11,400 employees. Room and board charges when indicated in the agreements tend to be around \$30 to \$35 per month in the eastern provinces and slightly higher in British Columbia. Prices quoted for single meals taken at the hospital generally run from 25 to 35 cents per meal in the East and from 40 to 50 cents in B.C.

Settlement of Grievances—Only three of the 86 agreements examined fail to outline the procedure to be followed in settling grievances.

Several outline a step-by-step procedure. A committee of employees' representatives is usually formed to handle grievances following the first steps in the procedure. The business agent may be called in under 26 agreements covering nearly 5,400 employees. Other local union officers and/or officers of the head office of the union are also mentioned in connection with grievance settlement in 23 agreements covering 5,100 employees. Different arrangements are provided for the actual processing of a grievance. The following is a representative example of the various steps involved:

If an employee believes that a complaint has not been satisfactorily adjusted (by his immediate supervisor) it may be referred to the Committee, and if, in turn, the Members of the Committee feel that further action should be taken, the grievance of the employee or employees concerned will be discussed with representatives of the employer at a regular meeting, or in important cases, at a special meeting to be arranged by mutual consent....

It is agreed that a Union Officer of Local..., if agreeable to both Employer and Union Members, shall act as a Member of the Committee at the request of either the Union or the Employer.

Whenever any grievance cannot be settled within five days after it has been discussed at a regular meeting between the Committee and the Employer's representatives it may be referred to arbitration, if the request is made in writing within ten days after the grievance has been dealt with as set out in paragraph 13 (the first quoted).

Arbitration as the last stage in handling grievances generally provides for the formation of a three-man board. Each party submits the name of a person of its choice to serve as its representative on the board. The nominees then choose a third person to act as chairman. If they fail to agree on the choice of the chairman, he is usually appointed by the Minister of Labour for the province where the hospital

is located. Persons other than the Minister of Labour are sometimes designated to perform this function.

The jurisdiction of the arbitration board extends to any complaint that has not been settled by the grievance procedure. Only 20 agreements affecting nearly 4,700 employees specifically limit the jurisdiction of the arbitration board to the application

or interpretation of the terms of the collective agreement.

In nearly half of the 86 agreements a clause is included which states the parties' intention to refrain from any strike or lock-out action during the life of the agreement. In Quebec, strikes and lockouts are forbidden at any time under the terms of the Public Service Employees Disputes Act.

Provisions in Agreements for Graduate Nurses

Graduate nurses are covered by collective agreements in a number of hospitals. The 14 agreements on record apply mostly in Quebec and British Columbia. Nurses in the latter province are represented by the Registered Nurses Association of British Columbia, while in Quebec they are grouped into nurses' syndicates affiliated with the *Fédération Nationale Catholique des Services (CTCC)*.

Collective agreement provisions regarding nurses are generally similar to those governing other hospital employees; the main points on which nurses' agreements differ are briefly mentioned here (see also the table).

Union security clauses are less frequent in nurses' agreements than in those for other hospital employees. There is only one compulsory union membership provision among the agreements covering nurses, and only five agreements have a maintenance of membership clause. A voluntary check-off is provided in only a minority of the agreements, all of which are effective in Quebec.

Under most collective agreements, nurses are generally entitled to ten paid statutory holidays during the year. After completing one year of service they become eligible for three or four weeks of vacation under seven agreements and for two weeks of vacation under the other seven. Under the latter seven agreements, three weeks are granted after two or three years' service and four weeks after five or six years' service.

Provisions for shift work are included in all agreements. A shift bonus is paid under the terms of eight agreements, affecting slightly more than 1,000 nurses.

For work performed outside of regular hours, nurses receive compensatory time off or are paid at time and one-half their salary rate in a majority of the nurses' agreements.

The existence of a pension plan is mentioned in three agreements covering 848 nurses. Two of these agreements and another one also include provisions for hospitalization, surgical and/or medical benefits.

Canadian Railway Board of Adjustment

(Continued from page 1150)

whereby all differences arising between the railways and employees could be disposed of in a mutually satisfactory manner.

On July 27, 1918, a joint committee prepared a draft agreement in line with General Order 13 of the United States Railroad Administration. The draft was promptly approved by The Canadian Railway War Board (now the Canadian Railway Association) and the executives of the six labour organizations.

At a further meeting on August 7, 1918, the Memorandum of Agreement was signed by the executive officers of the railways and the organizations. The agreement provided for the Canadian Railway Board of Adjustment No. 1, consisting of 12 members, six to be elected by the Canadian War Board and six by the executive officers of the labour organizations.

The Agreement gave the Board powers to make final decisions in the application of the McAdoo Award and for final dis-

position of all differences arising between the railways and the employees.

It contained a provision whereby the Board could adjudicate disputes arising between the railways and employees represented by railway labour organizations not members of the Board.

Effective April 15, 1921, the Agreement was amended confining the powers of the Board to reaching final decisions on controversies arising from interpretations of wage agreements and other matters in dispute, including personal grievances. The Amendment relieved the Board from acting as a Board of Arbitration when negotiations for new or revised agreements had reached an impasse between the railways and the labour organizations.

While the Agreement provides, in case of a deadlock, for the appointment by the Minister of Labour of a referee, to date that has not been necessary. Since its inception the Board has disposed of more than 800 disputes.

Labour Legislation in Newfoundland, 1955

Uncertified person allowed to act as shift engineer in exceptional circumstances by an amendment to the Boiler and Pressure Vessel Act

The Newfoundland Legislature opened March 23 and prorogued April 27.

The Boiler and Pressure Vessel Act was amended to allow an uncertified person to act as shift engineer in exceptional circumstances. Other legislation amended includes the Apprenticeship Act, the School Attendance Act and the Disabled Persons Allowances Act.

Boilers and Pressure Vessels

A number of minor amendments were made to the Boiler and Pressure Vessel Act.

The Act requires that boilers, pressure vessels and plants under the Act be operated by persons holding the proper certificates as prescribed by the regulations. This requirement has been relaxed to the extent that where, in the opinion of the Chief Inspector, exceptional circumstances make strict compliance with this requirement impracticable, he may permit an uncertified person to act as shift engineer in a plant for a limited period. Such a person must, however, be enrolled under a training program approved by the Provincial Apprenticeship Board in order to become certified as a stationary operating engineer.

The Chief Inspector must now be notified in writing and his written permission obtained before any boiler not previously covered by the Act is sold, purchased, or exchanged for use within the province. This provision formerly applied only when a boiler or pressure vessel previously used outside the province was installed in Newfoundland. The Chief Inspector may now authorize the boiler or pressure vessel to be installed, sold, purchased or exchanged either after inspection or without inspection and subject to such conditions as he may deem proper.

A further amendment provides for regulations to be made by the Lieutenant-Governor in Council requiring every plant owner to register the horsepower of the plant and prescribing the registration fee.

The definition of boiler was amended to include a vessel in which steam is generated or hot water produced under pressure having a capacity of more than three cubic feet or 30 square feet of heating surface instead of 20 square feet as before.

The amendment stipulates that where there is a conflict between this Act and the regulations and any other Act or regulations passed before the passing of this Act, the Boiler and Pressure Vessel Act will prevail.

Apprenticeship

In the Apprenticeship Act, the definition of "employer" was broadened and is now similar to the one contained in the Nova Scotia Act of 1952. "Employer" now includes "a provincial, municipal or other public authority and any incorporated or unincorporated organization or association authorized by the Minister (of Labour) to enter into a contract of apprenticeship".

Disabled Persons Allowances

New sections were added to the Disabled Persons Allowances Act, which authorizes an allowance of up to \$40 a month to be paid to disabled Newfoundland residents in cases of need, payable on a 50-50 basis by the province and the federal Government. The new provisions outline the method of collection by the Crown of any amount paid under the Act by reason of misrepresentation or fraud. Any such amount may be recovered by the Old Age Assistance Board with interest at the rate of 5 per cent and every action or proceeding for recovery of the debt may be instituted in the name of the Board.

School Attendance

The Newfoundland School Attendance Act requires children to attend school between the ages of seven and 15 years. Exemptions are permitted however in case of illness, lack of accommodation, for home duties and for employment. The Act also excuses the child from school attendance if he is under 10 years of age and the nearest school of his religious denomination is more than one and one-half miles distant

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

from his home or in the case of a child of any age if the school is two miles distant. An amendment this year provides that such an exemption will not be granted

to the child if transportation by bus to a school of his religious denomination is available and there is a bus stop within one mile of his home.

Recent Regulations, Federal and Provincial

New safety regulations issued for trench excavation in Ontario and for geophysical exploration in Saskatchewan. Term of apprenticeship for welders reduced from four to three years in province of Alberta

Regulations have been issued under the Trench Excavators Protection Act passed in Ontario last year setting out the methods and materials to be used in the shoring and timbering of trenches.

New regulations governing geophysical exploration have been made in Saskatchewan.

The term of apprenticeship for welders in Alberta has been reduced from four to three years.

By-law No. 1 of the Quebec Labour Relations Board, which lays down the requirements to be complied with by unions applying for certification, has been amended.

FEDERAL

Aeronautics Act

A licence issued under the Aeronautics Act to an immigrant will now remain valid during the first six years of his residence in Canada. Previously, it lapsed if he did not become a Canadian citizen within five years of his arrival. The amendment to the Air Regulations under the Act (L.G., Feb., p. 184) was approved by P.C. 1955-888 of June 15, gazetted July 13.

New Air Navigation Orders made under the Act and gazetted August 24 require a pilot, flight navigator, flight engineer, aircraft maintenance engineer and air traffic controller to hold a valid licence or permit issued under the Air Regulations.

PROVINCIAL

Alberta Apprenticeship Act

The term of apprenticeship in the welding trade in Alberta has been reduced from four to three years. The term is now two years for the second class journeyman certificate and one additional year for the first class journeyman certificate, including the three-month probationary period.

As previously, the Provincial Apprenticeship Board may, on the recommendation of the local advisory committee, approve a reduction in the term in cases where the apprentice can provide evidence of approved technical or vocational training applicable to the trade, or where he has had previous experience in the trade.

Minimum wage rates for apprentices while not attending technical classes are the following percentages of the prevailing wages of a journeyman: 60 per cent in the first year; 70 per cent in the second year; 80 per cent in the first six months of the third year, and 90 per cent in the last six months of the third year. Formerly, the rates ranged from 55 per cent in the first year to 90 per cent in the last six months of the fourth year.

The amendment to the regulations (L.G., Mar. 1954, p. 420) was approved by O.C. 944-55 of July 25, gazetted August 15.

Alberta Welding Act

The holding of a certificate of proficiency is obligatory in order to engage in the trade of welding in Alberta. The fee payable for examination for a journeyman's gas welding certificate, journeyman's electric welding certificate, special gas welding certificate or special electric welding certificate has been raised from \$7.50 to \$10. For provisional certificates the fees have been reduced from \$7.50 to \$5.

New fees have been established for certificates indicating proficiency in both gas and electric welding: \$15 for a journeyman's gas and electric welding certificate or for a special gas and electric welding certificate; and \$10 for a provisional gas and electric welding certificate.

The amendment to the schedule of fees (L.G. 1948, p. 56) was approved by O.C. 677/55 of May 24, gazetted June 15.

Manitoba Operating Engineers and Firemen Act

The regulations under the Operating Engineers and Firemen Act in Manitoba now provide that each member of the examining board, other than the chairman, shall receive \$400 a year for his services.

The board consists of three engineers each holding a first class operating engineer's certificate. The chairman is an officer of the Department of Labour and the other two members represent employers and employed engineers, respectively.

The Act, as passed in 1949, provided that each board member other than the chairman should receive such remuneration as was prescribed in the regulations and should be paid reasonable and necessary travelling expenses. The regulations issued in 1951 (L.G. 1952, p. 191) made no provision for the remuneration of board members.

The amendment was issued as Man. Reg. 45/55 of July 4, gazetted July 9.

Ontario Trench Excavators Protection Act

Regulations governing the shoring and timbering of trenches in Ontario have been issued under the Trench Excavators Protection Act (L.G., Aug. 1954, p. 1148, and Aug. 1955, p. 960). They outline the methods and the size, composition and arrangement of the materials to be used to support the sides of trenches according to the type of soil and the depth of the trench.

All materials used for shoring and timbering must be structural eastern spruce or some other material as strong or stronger.

The required size and arrangement of the materials to be used are set out in four tables governing excavations in the following types of soil: hard and solid soil; soil which may crack or crumble; loose, sandy or soft soil or soil which has been previously excavated; and soil under hydrostatic pressure.

Each table lists specifications for trenches for various depths from a trench from 6 to 10 feet deep to one from 25 to 30 feet deep. In each case the minimum dimensions and the proper spacing are given for the pieces of sheathing (boards placed vertically along the sides of the trench), wales (beams placed along the sheathing parallel to the bottom of the trench) and struts (beams placed across the trench to resist pressure from sheathing or wales). For example, in a trench over 15 but not over 20 feet deep which is being excavated in hard, solid soil, the pieces of sheathing must be at least two inches thick and eight inches wide and they must be arranged so

that the horizontal spacing from the centre of one piece of sheathing to the centre of the one next to it does not exceed three feet; the wales must be eight inches square and arranged so that the vertical spacing from the centre of one wale to the centre of the one above it is not more than four feet; the struts must be six inches square and arranged so that, measuring from centre to centre, the struts are not more than four feet apart vertically and not more than nine feet apart horizontally along the trench.

The regulations also state how the sheathing, wales and struts are to be held in place and supported. The methods of shoring and timbering outlined include the method required when wales are not used.

The regulations were approved by O.C. 136/55 on July 7, gazetted July 30.

Quebec Labour Relations Act

An amendment to By-law No. 1 of the Quebec Labour Relations Board specifies that the conditions required to establish the representative character of an association must have been complied with on or before the day of filing of the application for certification with the Board.

By-law No. 1 (L.G. 1946, p. 1275, and 1952, p. 621) lays down the requirements to be complied with by unions applying for certification.

The amendment also provides that the date used for computing the membership of a union shall be the one on which the application was filed with the head office or the Montreal office of the Board. A similar provision is found in the legislation of a number of other provinces, e.g., Saskatchewan and British Columbia.

When an application has been rejected by the Board, a second application covering the same parties will not be accepted until three months have elapsed after the date of rejection. An exception may be made, however, where the first application was rejected as the result of a technical error.

The amendment was approved by O.C. 759 of July 13, gazetted July 23.

Saskatchewan Mineral Resources Act

Regulations governing geophysical exploration within the sedimentary basin area of Saskatchewan have been approved by O.C. 1261/55 under the Mineral Resources Act and gazetted June 24.

As defined in the regulations, geophysical exploration means any method of applying a physical science to the determination of geologic or other conditions which may

lead to the discovery of an accumulation of hydrocarbons or any other mineralization within the sedimentary section, and includes seismic, gravimetric, magnetic and aeromagnetic, radioactive and aeroradioactive, electrical, geochemical, structure drilling or core drilling or any other method of testing the subsurface of sedimentary basin.

The regulations are divided into six parts. Part I defines various terms used; Part II deals with licences and crew certificates which must be obtained by any person wishing to operate geophysical equipment; Part III sets out the conditions of operation; Part IV governs the storage, handling, transportation and firing of explosives; Part V contains general provisions applicable to geophysical operations,

and Part VI establishes the penalties for violations of the regulations.

Part IV, governing explosives, is almost identical with the seismograph regulations issued by the Alberta Workmen's Compensation Board (L.G. 1952, p. 1492). As in Alberta, the handling and firing of explosives must be supervised by the holder of a certificate of efficiency and of a certificate of first aid. The regulations outline safety measures to be complied with in the storage, transportation and handling of explosives by persons engaged in geophysical exploration. Inspectors have authority under the regulations to require employers to make any changes or repairs necessary to safeguard workmen and reduce the possibility of accidents.

Publish Outline Program For Duke's Conference

To conduct a practical study of the human aspects of industrialization will be the purpose of the Duke of Edinburgh's forthcoming Study Conference on the Human Problems of Industrial Communities within the Commonwealth and British Empire. The outline program of the conference, which will be held at Oxford University in July next year, was recently published.

The conference will deal in particular with those factors which make for satisfaction, efficiency and understanding, both inside industrial organizations and in the everyday relations between industry and the surrounding community. It will not deal with matters which come within the normal scope of industrial negotiations.

Briefly, the central problem faced by the conference will be: How can the benefits of industrial development be reconciled with personal needs and how can the life of a community assimilate the changes which accompany a technical and economic revolution.

The conference will be attended by 280 persons and will last from July 8 to July 28. Those attending will be men and women of the Commonwealth and Empire, broadly within the group of 25 to 45 years, who are engaged in the managerial, technical and operative roles of industry. They are expected to be persons who hold, or in the foreseeable future will hold, positions of responsibility, and who have a proven interest in the life of their community.

"Older Worker Programs Must Fit Policy for All"

"Any measures to extend employment opportunities for older workers must fit in with a manpower policy for all workers of all ages." That is the conclusion reached in a study of the employment of older women, based on an International Labour Office report submitted to the Ninth Session of the Committee on the Status of Women. The findings of the study are published in the July issue of the *International Labour Review*.

The future of older women workers, it is stated, is closely bound up not only with that of older men workers but with that of the younger generation as well. The problem is to give all workers equal opportunities for equal skills.

Among other factors, the report discusses obstacles to the placement and employment of older women workers and measures to facilitate their employment.

Under both headings, the importance of vocational guidance is stressed. Lack of proper guidance at the start of a girl's career can, as the years go by, have increasingly serious consequences, it is pointed out. A good basic training is useless, states the report, if it only leads to a trade or career that is already overcrowded.

"A girl who chooses an overcrowded occupation is unquestionably increasing the risk of being out of work later. The interests of individuals and the interests of society coincide over this point and, as has been stated in a recent Belgian survey, 'the problem of the old is first and foremost a problem of the young'."

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit continued downward trend in July. Statistics* show 81,578 claims compared with 90,380 in June

Initial and renewal claims for unemployment insurance benefit continued the downward trend in July.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 81,578 claims were filed in local offices across Canada in July, compared with 90,380 claims in June and 106,269 in July 1954.

On July 29, ordinary claimants numbered 140,017 (91,078 males and 48,939 females), compared with 157,132 (106,805 males and 50,327 females) on June 30 and 188,913 (137,503 males and 51,410 females) on July 30, 1954. On July 29, 1955, there were 19,717 short-time and 7,994 temporary layoff claimants registered.

During July, 80,583 adjudications were recorded on initial and renewal claims, of which 59,117 were "entitlements to benefit". Total non-entitlements for July were 28,059 (this figure includes 6,593 disqualifications on revised claims), of which 9,722 were in respect of initial claims on which basic contribution requirements were not fulfilled. Chief reasons for disqualification were: not unemployed, 5,881 cases; voluntarily left employment without just cause, 4,386 cases; and not capable of and not available for work, 2,923 cases.

There were 49,990 new beneficiaries during July, compared with 64,865 during June and 71,203 during July 1954.

Benefit payments amounting to \$8,947,552 were paid during July in respect of 2,960,905 days, as against \$12,645,439 and 4,113,157 days during June and \$12,760,098 and 4,157,128 days during July 1954.

The average number of beneficiaries per week was estimated at 132.4 thousand for July, compared with 170.4 thousand for June. For the week July 24-30, 1954, the number of beneficiaries was estimated at 163.5 thousand.

The average daily rate of benefit for the month of July was \$3.02, compared with \$3.07 for June 1955 and July 1954.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards were issued to 3,725,182 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1955.

At July 31, employers registered numbered 273,879, an increase of 287 during the month.

Enforcement Statistics

During July, 3,439 investigations were conducted by district investigators across Canada. Of these, 2,522 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 917 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 195 cases†, 52 against employers and 143 against claimants. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 636†.

Unemployment Insurance Fund

Revenue received in July totalled \$19,373,817.50, compared with \$17,840,418.76 in June and \$18,175,344.35 in July 1954. Benefit payments in July amounted to \$8,926,477.96, compared with \$12,621,798.86 in June and \$12,706,721.15 in July 1954. The balance in the fund at July 31 was \$838,261,453.80. At June 30, there was a balance of \$827,814,114.26 and at July 31, 1954, of \$873,877,418.41.

†These do not necessarily relate to the investigations conducted during this month.

*See Tables E-1 to E-4 at back of book.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CU-B 1151, May 20, 1955

Summary of the Facts: The claimant filed a renewal application for benefit on November 2, 1954, registered for work as an assembler, and stated that she had been employed in this capacity by the International Resistance Company Limited, manufacturers of television and radio parts, Toronto, Ont., at a wage of 93 cents an hour, from October 4, 1954, to November 1, 1954, when she was "laid off—due to strike at plant". The employer stated: "Employee on strike."

According to the submissions, it seems that for some months prior to November 1, 1954, Local 514 of the United Electrical, Radio and Machine Workers of America, of which the claimant is not a member, had been negotiating with the above-mentioned company for a wage increase in respect of the workers covered by the former collective agreement, which comprised "all hourly paid and salaried employees in the Metalized, Volume Control, Wire Wound, Filament & Element, Machine Shop Shipping and Engineering, Watchmen, Maintenance and Cleaning Departments of the Company, save and except Foremen, and those above the rank of Foremen and office staff". However, as the two parties were unable to reach an accord, the dispute was referred to a conciliation board. The board, in a majority award, recommended a wage increase of 9 cents an hour in respect of all such employees. The company refused to implement the board's recommendation, with the result that a strike began and the plant was picketed from noon on November 1, 1954. Subsequently, both the union and the company reported that all the production workers who were employed at the plant had lost their employment on the above-mentioned date by reason of the strike, and also that the assemblers were among the occupations, grades or classes of workers on strike.

The insurance officer, pursuant to Section 41(1) of the Act, disqualified the claimant from receipt of benefit from November 2, 1954, for so long as the stoppage of work continued.

In her appeal to a court of referees dated November 18, 1954, the claimant stated that she was a probationary employee at the plant, that she was not participating in, or

financing or directly interested in the dispute, that the personnel manager of the company had asked her, while the strike was on, if she "cared to come in to work by police escort" which she felt, under the circumstances, was an unfair request and that she was ready and willing to return to work any time the company resumed its normal operations.

As a supplement to her appeal, the claimant wrote a letter to the court of referees dated December 7, 1954, wherein she stated that on or about December 1, 1954, she received her insurance book, by mail, from the employer, who requested her to acknowledge receipt of the book and furnish him with a statement agreeing that her employment with the company had terminated on November 2, 1954, which she did. She also stated that there had been an indication of violence on the picket line and she enclosed a newspaper clipping relative thereto.

In response to a request from the insurance officer for further information, the personnel manager of the company stated, on December 9, 1954, that the claimant walked off the job on November 1 when the strike started, that in answer to a letter which the company received from the claimant on November 8, she (the personnel manager) informed her over the telephone that the plant had resumed operations and that she could return to work if she cared to do so. She also stated that, at no time, had she intimidated the claimant in regard to her former job with the company or her unemployment insurance benefits. In addition, she enclosed a copy of a letter which an official of the company addressed to the claimant on November 23, 1954. It reads as follows:

Our factory has resumed operations. Those who are planning to return to work should contact the personnel department by 2 p.m. on Friday, November 26, 1954.

If we do not hear from you by that time, your unemployment insurance book will be mailed to you by registered mail.

The personnel manager of the company informed the insurance officer that from 20 to 25 employees of a total of approximately 100 who had lost their employment as a result of the said stoppage returned to work upon receiving the same letter as that sent to the claimant on November 23, 1954.

The court of referees which heard the case in Toronto on December 13, 1954, rendered the following unanimous decision:

It is the contention of the claimant that by not being a member of the Union she should be eligible for unemployment insurance benefits.

It has been held, however, by the Umpire that there is no relief from disqualification for having lost his or her employment by reason of a work stoppage caused by a labour dispute for a claimant who did not belong to the Union involved.

It is immaterial whether the claimant is a member of the Union or not for he or she is regarded as being a possible beneficiary of the outcome of the labour dispute.

We find upon the evidence that a stoppage of work occurred at the claimant's place of employment but due to a labour dispute and we find that she lost her employment by reason of a stoppage of work and that she belongs to a grade or class of workers directly interested in the dispute.

The claimant's appeal is therefore *Dismissed* on both counts and the indefinite disqualification of the Insurance Officer *Sustained*.

With the permission of the chairman of the court of referees, the claimant appealed to the Umpire on the following grounds:

Misinterpretation of the law regards disqualifying probationary employees.

1. I was not an established employee at the company I.R. Company, but merely trying out the job to see if I could qualify. I was employed only 4 weeks at a low base pay rate.

2. At the time the strike took place, the company informed me directly that they would only need a few employees after the strike on account of losing contracts. I would therefore not benefit by the strike as the board of referees pointed out, and could not possibly benefit. Although the law does not directly state anything on probationary employee rights, it does not state anything against it, and therefore open to be challenged, and the true meaning brought out. Could not possibly be a member, on account of short period worked.

Conclusions: There are three conditions which must be established before the disqualification which is provided for in Section 41 of the Act can apply, namely: (1) that there is a labour dispute at the premises at which the claimant was employed; (2) that such dispute was the direct cause of an appreciable stoppage of work and (3) that the claimant had lost his employment by reason of that stoppage.

According to Section 2(1)(d) of the Act, a labour dispute is "any dispute between employers and employees, or between employees and employees, that is connected with the employment or non-employment, or the terms or conditions of employment of any persons, whether employees in the

employment of the employer with whom the dispute arises, or not". In the present case, there was a contention of opposing purposes between the employer and his employees relating to wages, the two parties were unable to reach an accord, the matter was referred to a conciliation board, the company refused to implement the latter's recommendation and the employees went on strike and picketed the plant, all incidents which, in several decisions, I have held to be characteristic of a labour dispute within the meaning of the Act.

The existence of a stoppage of work also was *prima facie* established. It was shown that all the production workers lost their employment on November 1, 1954, and although the numbers affected by a stoppage of work, as a general rule, cannot be taken as the sole and absolute criterion of whether it is appreciable, I am nevertheless prepared, in this particular case and unless new evidence is adduced to the contrary, to assume that, on the date the strike began, the employer had work on hand to employ those workers, and that their concerted action in failing to resume their employment as usual on that date create, to say the least, an appreciable interruption of the work carried on at the plant.

As it also appears that, but for the strike, no appreciable interruption of operations would have occurred on November 1, 1954, the stoppage of work, therefore, bore a direct relationship to the dispute, and the claimant must be held to have lost her employment by reason of a stoppage of work which was due to a labour dispute at the place at which she was employed.

The claimant's contentions, however, are to the effect that, even though she did lose her employment under those circumstances, the disqualification should not apply in her case because she was a probationary employee and was not participating in, or financing or directly interested in the labour dispute.

The claimant's allegation that she was a probationary employee can be taken to mean either that she was not ordinarily employed at the plant, which is the idea primarily conveyed by the word "employed" in Section 41(1) of the Act, or that she did not belong to the grade of assemblers that, immediately before the commencement of the stoppage, included members who were employed at the same premises and were participating in, financing or directly interested in the dispute.

Firstly, I fail to see how, by being employed on a probationary basis, her

status as a worker under a contract of service could be affected to the extent of making it substantially different from that of the other workers ordinarily employed at the plant. She was not hired solely to perform a specific job of a determined duration. She had, on the contrary, been working at the plant for almost one month when the stoppage occurred and, by her own admission, was ready and willing to return to her job any time the company would resume its normal operations. She must, therefore, be held to have been "employed" at the plant within the meaning of Section 41(1) of the Act.

Secondly, there is no suggestion that the alleged fact that she was a probationary employee had anything whatsoever to do with the execution of her work as an assembler, which, if verified, might justify the contention that she belonged to a distinct classification of assemblers, nor does it appear that such fact had the effect of excepting her from the application of the collective agreement. She, therefore, belonged to the grade of the assemblers and to the class of the employees covered by the agreement, and inasmuch as, irrespective of non-membership in the union, the conditions of employment of these grade and class stood to be directly affected for better or for worse by the outcome of the dispute, she was directly interested therein. She was, therefore, subject to disqualification as from November 1, 1954, for so long as the stoppage of work continued.

Having found that she was directly interested in the dispute, there is no need for me to examine the question of whether or not she was participating in the dispute by reason of her refusal to cross the picket line.

As to the circumstances under which the claimant's contract of service was allegedly terminated during the stoppage, they satisfactorily show that the employer's notice to resume work was just another incident in the labour dispute. As I said in decision CU-B 570, which was quoted by the insurance officer in his submission to the court of referees, "it is a necessary feature of a stoppage of work caused by a labour dispute that engagements are terminated and the mere fact that the initiative comes from the employer does not render the matter beyond the concept of a labour dispute if his action is taken in consequence of unwillingness on the part of the workmen to agree to his demands or proposed terms of employment. It is true that the

employer... seemingly considered the separation as final but it was only a subterfuge which is not infrequently used in a dispute of this nature".

The appeal is disallowed.

Decision CU-B 1174, June 28, 1955

Summary of the Facts: The Claimant filed claims for benefit on April 10, 1953, and August 30, 1954, and applied for and received payment of benefit at the dependency rate in respect of a woman whom he described as his wife.

On November 30, 1954, the claimant made the following statement:

I have been supporting Mrs. ... as my wife for the past fifteen years. We have lived together during all that time and all our neighbours & acquaintances think we are legally married and I have regarded her for all intents & purposes as my wife and we would have been married but for the fact she could not obtain a divorce. When I claimed her relationship to me as wife on UIC 467 dated 30 August 1954, it was not with any intention of obtaining benefits illegally.

In view of the above statement, the insurance officer notified the claimant that, pursuant to Section 33(3)(a)(i) of the Act, he was not entitled to the dependency rate of benefit and he made the lower rate effective from April 12, 1953.

From the decision of the insurance officer, the claimant appealed to a court of referees on the following grounds:

The Act does not state that "wife" must be a legal wife under Sec. 33(3).

I have been supporting this woman for a period of about 10 years.

Due to her religious beliefs it is impossible for Mrs. ... to obtain a divorce and thus marriage is impossible.

She receives no support whatsoever from her husband and I am supporting her "wholly or mainly".

In letter notifying me of disqualification, it states I am not wholly or mainly maintaining this woman, but I am.

According to dictionary meaning of marriage—it means "legal wedlock or close, intimate union".

The court of referees upheld the decision of the insurance officer in a unanimous finding which reads:

We conclude from the submission that the woman's husband is still alive and there has been no divorce. If this were not so, we think there would be no difficulty about the dependency rate even though the claimant was not married to her. The Act, however, provides the dependency rate to a claimant "whose wife is being maintained... by him". There is no question about the maintenance but Mrs. ... is not the *wife* of the claimant. Accordingly, we do not feel that anything can be done.

(Continued on page 1149)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 222 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 211 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	156	\$1,475,305.00
Post Office	7	99,731.11
R.C.M.P.	7	116,051.38

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during August

During August the sum of \$1,291.73 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 32 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Annapolis Royal N S: Welton Construction Ltd, construction work, Windermere Marsh.

Central Mortgage and Housing Corporation

Chatham N B: Eastern Landscape Co, site improvement & planting. *Ajax Ont:* Miller Paving Ltd, *restoration of Pickering Township road. *Barrie/field Ont:* H J McFarland Construction Co Ltd, construction of roads & services. *Brockville Ont:* Borgstrom Bros Ltd, site improvement & planting. *Camp Borden Ont:* A B Snyder Electric Co, installation of electrical distribution, fire alarm & street lighting systems. *Hamilton Ont:* Ontario Hydro Electric Power Commission, *moving hydro lines to permit removal of houses; *Bell Telephone Co, moving telephone lines to permit removal of houses; Hawk Construction Ltd, removal, re-erection & repair of houses. *Ottawa Ont:* Ottawa Building Maintenance Co, *interior painting of rear

hallways, Strathcona Heights. *Owen Sound Ont:* Borgstrom Bros Ltd, site improvement & planting. *Petawawa Ont:* Warneke Decorating Co, exterior painting. *Picton Ont:* A B Snyder Electric Co, installation of electrical distribution system. *Uplands Ont:* Imperial Construction Co, site improvement & planting. *Waterloo Ont:* S Gillespie, exterior painting. *Lloydminster Sask:* Acue Enterprises, *landscaping, renovation & drainage. *Suffield Alta:* Terminal Construction Co Ltd, site improvement & planting. *Wainwright Alta:* New West Construction Co Ltd, *construction of concrete walks. *New Westminster B C:* Rosenquist & Sons, exterior painting, Glenview Apts.

Department of Citizenship and Immigration

Hearst Ont: Denis Charbonneau, construction of school. *Garden River Ont:* George Stone & Sons, construction of school. *Marathon Ont:* John E Dagsvik, construction of school. *Dryden Ont:* Paul G Wallin, construction of school. *Muncy Ont:* T C Warwick & Sons Ltd, construction of addition to day school. *Dauphin Man:* Wyatt Construction Co Ltd, construction of school. *Fort Alexander Man:* John Plaxton Co Ltd, alteration to bldg & partial renewal of heating system, residential school. *Clandeboyne Man:* Gertz Construction Ltd, construction of school. *Portage la Prairie Man:* Arthur Freiheit, construction of school. *Norway House Man:* Emery Bros Ltd, construction of school; George F Thompson, construction of school. *Punnichy Sask:* R B McLeod & Co Ltd, construction of water supply line for residential school. *Prince Albert Sask:* C Jacobson, re-roofing bldg No. 27. *Cluny Alta:* Larwill Construction Co, installation of fire escapes at residential school. *Morley Alta:* F H Lepper, plumbing repairs at residential school. *Lower Post B C:* Stewart & Slade Construction Co Ltd, construction of four classroom block.

Defence Construction (1951) Limited

Chatham N B: Borgstrom Bros Ltd, grading, topsoiling, seeding & sodding, RCAF Station. *Renous N B:* Dexter Construction Co Ltd, paving of roads. *Greenwood N S:* Kenney Construction Co Ltd, construction of dinghy test tank addition to bldg No 34, RCAF Station. *Halifax N S:* Cameron Contracting Ltd, construction of pedestrian tunnel, centre gate, HMC Dockyard. *Sydney N S:* Connolly & Twizell Ltd, supply & installation of steam, water & air piping to main jetty & quay wall,

Point Edward Naval Base. *Bouchard Que:* G M Gest Ltd, construction of fire alarm system, No 34 OAD. *Lachine Que:* Dominion Bridge Co Ltd, supply & installation of coal fired steam generating unit, RCAF Station. *Montreal Que:* Grinnell Co of Canada Ltd, installation of fire protection system in bldgs, LPOD. *Valcartier Que:* Paul Groleau & Laurent Tellier, construction of fire hall (523); Beaudet & Fils, construction of concrete foundation & concrete floor & erection of

prefabricated Atkinson steel superstructure of main stores bldg, No 15 CARDE; Thiro Construction Ltee, construction of overhead electrical distribution system; Berger-ville Estates Ltd, construction of various bldgs & utilities. *Barriefield Ont*: McGinnis & O'Connor Ltd, resurfacing of parade squares, RCEME School & RCS Signals. *London Ont*: Keillor Construction Co Ltd, installation of sewers, grading, paving & landscaping, Wolseley Barracks. *Petawawa Ont*: M Sullivan & Son Ltd, construction of officers' mess, officers' quarters & outside services; H J McFarland Construction Co Ltd, paving & street lighting; Canadian Comstock Co Ltd, construction of electrical distribution system. *Uplands Ont*: Alex I Garvock Ltd, construction of mess, RCAF Station. *Flin Flon Man*: Taubensee Construction Co, supply & erection of quonset

type armoury. *Shilo Man*: Claydon Co Ltd, construction of various bldgs & outside services. *Winnipeg Man*: Peter Leitch Construction Ltd, construction of officers' mess; Universal Construction Co Ltd, paving & construction of roads, Fort Osborne Barracks. *Moose Jaw Sask*: Piggott Construction Ltd, construction of drill & recreational hall & underground steam distribution system, RCAF Station. *Calgary Alta*: Mannix Ltd, general grading, Sarcee Camp. *Edmonton Alta*: Edmonton Crane Services, reconstruction of office section, warehouse No 2, Griesbach Barracks. *Wainwright Alta*: New West Construction Co Ltd, construction of camp ordnance railhead warehouse, outside utilities & grading. *Chilliwack B C*: Smith Bros & Wilson Ltd, construction of lecture training bldg & unit drill hall.

Building and Maintenance

Belleville Ont: Bedard-Girard Ltd, rewiring & relighting of Bridge St Armoury. *Hamilton Ont*: The Tidey Construction Co Ltd, insulation of steelox bldgs, HMCS "Star"; Canadian Engineering & Contracting Ltd, alterations (floor repairs), James St Armoury. *Leitrim Ont*: Canadian Comstock Co Ltd, supply & installation of air conditioning system, Wireless Station. *Ottawa Ont*: George Cashman Ltd, repairs to concrete girders etc, COD, Plouffe Park. *St Catharines Ont*: Brant Construction Co Ltd, construction of concrete floors &

ancillary work, Lake St Armoury. *Timmins Ont*: Smith & Elston Co Ltd, renovations to heating & ventilation system, Armoury. *Winnipeg Man*: A M Tallman, asphalt paving, Minto Armoury. *Penhold Alta*: Burns & Dutton Concrete & Construction Co Ltd, improvements to sewage disposal plant, RCAF Station. *Jericho Beach B C*: Neil Meyer, exterior painting of bldgs 47 & 104 & hangars 2 & 3. *Vancouver B C*: M Sleightholme & Co Ltd, exterior painting of hangars 5 & 6.

Department of Defence Production

Berry Mills N B: Rayner Construction Ltd, construction of concrete roadway. *Camp Sussex N B*: Horsnell Machine & Iron Works Ltd, construction & installation of dishwashing counters & sinks. *Chatham N B*: Stewart Butler Ltd, painting interior of bldgs, RCAF Station. *Coldbrook N B*: John Flood & Sons Ltd, demolition of brick chimney & erection of steel stack. *Saint John N B*: W L Collings, dismantling & removing bldgs on Partridge Island. *Cornwallis N S*: Fred Cleveland, painting exterior of bldgs, HMCS "Cornwallis". *Dartmouth N S*: R J Frosst & Co, painting interior of houses, Naval Radio Station, Albro Lake. *Halifax N S*: Halifax Painters & Decorators, painting interior of bldgs, HMCS "Stadacona". *Newport Corner N S*: Ralph & Arthur Parsons Ltd, alterations to transmitter bldg, Naval Radio Station. *Montreal Que*: McDonnell Ship Repairs Ltd, repair of boiler room, Belair St Armouries. *Centralia Ont*: Aston Iron Works of Canada Ltd, alterations & additions to control tower bldg, RCAF Station. *Clinton Ont*: Brant Construction Co Ltd, painting exterior of houses, RCAF Station.

Oshawa Ont: Ontario Bldg & Cleaning Co Ltd, cleaning, repainting & repair of all exterior brick & stonework at Armoury. *Ottawa Ont*: Dibblee Construction Co Ltd, gravelling, oiling & repairing potholes on road, Connaught Rifle Ranges; J C Robinson & Sons Ltd, installation of transformer vault, Wallis House. *Petawawa Ont*: E Biederman, replastering walls & repainting of bldg at Camp. *Timmins Ont*: Geo E Knowles Ltd, re-roofing of bldg, Armoury. *Trenton Ont*: Quinte Plumbing, Heating & Electric Co, cleaning of sewers, Middleton Park. *Uplands Ont*: M & S Martin, grading & seeding, RCAF Station. *Gimli Man*: West End Contractors Ltd, construction of control booth in hangar, RCAF Station. *Winnipeg Man*: Superior Roofing Co Ltd, installation of bonded roof on bldg, Fort Osborne Barracks; R J Dupuis Construction Ltd, alterations & additions to bldg, Fort Osborne Barracks; Bird Construction Co Ltd, removal & installation of fuel tanks, HMCS "Chippawa". *Namoo Alta*: Diamond-Up Painters & Decorators, painting interior & exterior of school, RCAF Station; R H Palmer Ltd, installation of

aluminum frame screens on bldgs, RCAF Station. *Esquimalt Harbour B C*: Hume & Rumble Ltd, supply & installation of underground cable to McCarthy Island. *Vancouver B C*: J Boshard & Son Ltd, waterproofing of exterior walls, Bessborough

Armouries. *Vedder Crossing B C*: M Sleightholme & Co Ltd, painting exterior of bldgs RCSME, Camp Chilliwack. *Victoria B C*: Victoria Paving Co Ltd, paving, Work Point Barracks.

National Harbours Board

Halifax Harbour N S: Foundation Maritime Ltd, construction of Pier A-1. *Saint John Harbour N B*: Standard Dredging Co Ltd, maintenance dredging & related work. *Montreal Harbour Que*: E G M Cape & Co, construction of wharf extension, sections 50-53.

National Research Council

Ottawa Ont: Code Construction Co Ltd, construction of service trench to bldg M-36, Montreal Road Laboratories.

Department of Northern Affairs and National Resources

Between Beavermouth & Revelstoke B C: Western Water Wells Ltd, subsurface investigation on Columbia River. *near Revelstoke B C*: B C Engineering Co Ltd, surveys & investigations on Columbia River.

Department of Public Works

Battle Harbour, Cartwright, Hopedale & Nain, Labrador: Twillingate Engineering & Construction Co Ltd, erection of RCMP Detachment Bldgs. *Bay de Verde Nfld*: Kenney Construction Co Ltd, harbour repairs & improvements. *Carbonear Nfld*: Kenney Construction Co, construction of federal bldg. *Grand Falls Nfld*: Eastern Woodworkers Ltd, construction of married quarters for RCMP. *Portugal Cove Nfld*: Concrete Products (Newfoundland) Ltd, construction of breakwater. *St Alban's Nfld*: Kenney Construction Co Ltd, reconstruction of wharf. *Twillingate Nfld*: McNamara Construction Co Ltd, *dredging. *Cove Head P E I*: Edward McCallum, construction of landing. *Egmont Bay P E I*: Noye & Raynor, construction of retaining wall. *Grand River South P E I*: Ralph Ford, construction of wharf extension. *Souris P E I*: County Construction Co Ltd, breakwater repairs. *Summerside P E I*: Innman Plumbing & Heating Ltd, installation of heating system in warehouse on railway wharf. *Wood Islands P E I*: J P Porter Co Ltd, *dredging. *Amherst N S*: Robb Engineering Works Ltd, *construction of "A" frame for dredge "PWD No 22". *Bedford Basin N S*: T C Gorman (Nova Scotia) Ltd, jetty extension, RCN Magazines. *Broad Cove (East Side) N S*: Mosher & Rawding Ltd, breakwater repairs. *Cheggoggin Dyke N S*: L E & P E Armstrong, breakwater repairs. *Halifax N S*: Nova Scotia Waterproofers Ltd, repairs to weeping tile & waterproofing exterior foundation walls, Camphill Hospital. *Mabou Bridge N S*: MacDonald & MacDonald, wharf reconstruction. *Pictou N S*: Ferguson Industries Ltd, *repairs to scow "PWD No 167". *Point Tupper N S*: R A Douglas Ltd, wharf reconstruction. *Sydney*

N S: M R Chappel, construction of officers' quarters for RCMP. *Three Fathom Harbour, Halifax, N S*: Naugles Sand & Gravel Co Ltd, *dredging. *Campbellton N B*: Ralph Sharp, repairs to ferry wharf; Tracy Construction Inc, deep water wharf repairs. *Malloch's Beach N B*: Saint John Dredging Co Ltd, *dredging. *Moncton N B*: Parsons Construction Co Ltd, construction of Administration Bldg & garage for RCMP. *Petit Rocher N B*: Connolly Construction Ltd, breakwater repairs. *Tracadie N B*: J W & J Anderson Ltd, wharf extension. *Welchpool N B*: L G & M H Smith Ltd, wharf repairs. *Baie St Paul Que*: Germain Boily, *dredging. *Beloeil Station Que*: Theode Robidoux, removal of concrete debris blocking the ship channel. *Bonaventure Que*: Fortunat Bernard, *dredging. *Cap à l'Aigle Que*: C Dufour & J M Dufour, wharf enlargement. *Etang du Nord Que*: Marcel Cauvier & J E Keays, wharf extension. *Grande Entrée Que*: Les Entreprises de l'Est Ltée, landing extension. *Grande Rivière Que*: Marcel Cauvier & J E Keays, wharf repairs. *Grande Vallée Que*: Charles Verreault, extension to East jetty. *Grindstone (Cap aux Meules) Que*: Eastern Entreprises Ltd, construction of garage & addition & alterations to public bldg. *L'Ascension Que*: Alphonse Montminy, construction of wharf. *Mont Louis Que*: Capt Edgar Jourdain, extension to wharf. *Montreal Que*: Meco Electric Inc, installation of fluorescent lighting & other changes, phase II, Customs Bldg, 105 McGill St. *Pointe Jaune Que*: Athanase Tapp, hauling plant & slipway. *Rimouski Que*: Rimouski Ready-Mix Inc, extension to protection wall. *Roberval Que*: Capt Edgar Jourdain, extension to breakwater. *Ruisseau Leblanc*

Que: Bert Dimock, landing enlargement. *St Roch des Aulnaies Que:* Alphonse Montminy, reconstruction of wharf. *Trois Pistoles Que:* Alphonse Montminy, improvements to wharf. *Arnprior Ont:* M Sullivan & Son Ltd, road grading & paving, Civil Defence College. *Burlington Channel Ont:* J P Porter Co Ltd, *dredging. *Fort William (Mission River) Ont:* McNamara Construction Co Ltd, *dredging. *Gore Bay Ont:* Stewart Clarke, construction of freight shed. *Hamilton Ont:* J P Porter Co Ltd, *dredging. *Little Current Ont:* McNamara Construction Co Ltd, *dredging. *Midland (Tiffin) Ont:* Consolidated Dredging Ltd, *dredging. *Ottawa Ont:* Thomas Fuller Construction Co Ltd, alterations to monkey pens, Virus Laboratory. *Port Arthur Ont:* McNamara Construction Co Ltd, *dredging. *St Williams Ont:* Dean Construction Co Ltd, wharf repairs. *Melfort Sask:* Myers Construction Co Ltd, construction of staff boarding house, Experimental Station. *Edmonton Alta:* Wilson & Wilson Ltd, installation of new foundations for certain bldgs, Charles Camsell Indian Hospital. *Agassiz B C:* T & E Construction, construction of residence for superintendent, Experimental Farm. *Harrison River B C:* Fraser River Dredging Co Ltd, *dredging. *New Westminster B C:* Bennett & White

Construction Co Ltd, addition to public bldg; Star Shipyards (Mercer's) Ltd, *construction of eight wooden pontoons for Dredge "PWD No 322"; John Manly Ltd, *construction of steel dredge tender for dredge "PWD No 322". *Port Alberni B C:* Raynor & Bracht Ltd, placement of fill & gravel, Assembly wharf. *Port Hardy B C:* Horie & Tynan Construction Ltd, construction of floats & approach. *Port Hope B C:* Scuffler Dredge Co Ltd, *dredging in Fraser River. *Skidegate B C:* McKenzie Barge & Derrick Co Ltd, *dredging. *Squamish B C:* Vancouver Pile Driving & Contracting Co, wharf repairs & float extension (boat harbour). *Tahsis B C:* West Coast Ventures Ltd, construction of seaplane landing. *Trail B C:* Fame Brick Construction Ltd, construction of public bldg. *Vancouver B C:* Allan & Viner Construction Ltd, alterations to federal bldg & examining warehouse; West Coast Salvage & Contracting Co Ltd, *construction of two wooden service scows for dredge "PWD No 322"; Western Bridge & Steel Fabricators Ltd, *construction of welded steel pontoons & spare parts for Dredge "PWD No 322"; Allied Builders Ltd, *construction of steel hull to replace that of Launch "Esquimalt".

Department of Transport

Cape Pine Nfld: S J Clark, construction of dwellings & fog alarm bldg. *Gander Nfld:* Canadian Comstock Co Ltd, airport lighting. *Stephenville Nfld:* Terminal Construction Co Ltd, additional airport development; Terminal Construction Co Ltd, construction of concrete bridge. *Wesleyville Nfld:* Gulf Maritime Construction Ltd, construction of radio beacon bldg, etc. *St Peters Canal N S:* T C Gorman (N S) Ltd, rehabilitation of wharf, etc. *Sydney N S:* Accurate Electric, construction of airport lighting facilities. *Fredericton N B:* Diamond Construction Co Ltd, additional airport development. *Dorval Que:* The Highway Paving Co Ltd, construction of entrance road; Canamont Construction Co, construction of Terminal bldg. *Mont Joli Que:* Michaud & Simard Inc, additional airport development. *Almonte Ont:* Howard R Davey, construction of monitoring station. *Fort William Ont:* North West Electric Co Ltd,

construction of airport lighting. *London Ont:* Accurate Electric, construction of airport lighting. *Peterborough Ont:* The Canadian Bridge Co Ltd, construction of swing bridge on Warsaw Road. *Timmins Ont:* Standard Paving Ltd, additional airport development. *Windsor Ont:* Roy Beattie Construction, construction of airport lighting. *Winnipeg Man:* Canadian Comstock Co Ltd, construction of airport lighting. *Saskatoon Sask:* Wirtanen Electric Co Ltd, construction of approach lighting. *Cowley Alta:* Lethbridge Construction Co Ltd, construction of dwelling & garage. *Prince George B C:* Prince George Construction Co, construction of addition to Administration Bldg. *Sand Heads, Fraser River B C:* Fraser River Pile Driving Co Ltd, construction of lighthouse pier. *Smithers B C:* Dawson, Wade & Co Ltd, additional airport development. *Yellowknife N W T:* Wirtanen Electric Co Ltd, construction of airport lighting.

Net general expenditure of provincial governments reached all-time high levels in the year ending March 31, 1955, a preliminary analysis by the Dominion Bureau of Statistics showed. All principal

expenditure items were larger in 1954-55 than in the preceding year: on transportation, health, social welfare, education, natural resources and contributions to municipalities.

Wages, Hours and Working Conditions

Working Conditions of Plant Employees in Manufacturing

Most recent survey of working conditions indicates continued spreading of three-week vacations and five-day, 40-hour work week in Canadian manufacturing. Other working conditions showed little change in year

Further evidence of the spread of three-week vacations and the five-day, 40-hour week in Canadian manufacturing industries was provided by the survey of working conditions conducted in April 1955. Other working conditions covered by the survey, however, underwent little change from a year earlier.

The proportion of non-office employees in plants having a weekly schedule of 40 hours or less was almost 58 per cent in 1955, compared with 53 per cent at the time of the 1954 survey. The accompanying table indicates that this shift was largely due to changes from weekly schedules of between 41 and 45 hours to the 40-hour week. The proportion of employees on a work week longer than 45 hours changed very little during the year. The proportion on a five-day week was somewhat higher in 1955 than in 1954.

A paid vacation of three weeks after 15 years' service has become the policy in plants employing four out of every nine workers covered by the survey. In 1951, plants employing an almost identical proportion of the workers had a three-week vacation policy but only one in five were granted a vacation of this length after 15 years, the more common service stipulation being 20 or more years.

In 1955, almost 7 per cent of the employees were in establishments granting four weeks.

Paid statutory holiday practice was not significantly different in 1955 from that of a year earlier. A somewhat larger proportion of employees were in plants where eight paid holidays were provided; 56 per cent of the workers now receive at least eight paid holidays, compared with 52 per cent in 1954.

The survey revealed no marked changes in practice governing overtime and shift differentials, although the proportion of employees in plants where extra shifts were scheduled, either regularly or occasionally, was higher than in previous years. Similarly, changes in the extent of pension plans, group life insurance and sickness and accident benefit plans were negligible, although a significant increase in the provision of physicians' services was shown.

For the first time, the survey sought information this year on the frequency of pay days and on pay methods. The predominant practice for plant employees, as the table shows, was a weekly pay cheque.

Procedures Followed in Annual Survey of Working Conditions

The annual survey of working conditions conducted by the Department in April of each year covers an average of 6,500 manufacturing establishments, most of which have 15 or more employees. In 1955, non-office employees in reporting plants totalled 765,000, which with 196,000 office employees represents almost three-quarters of the total employed in manufacturing. Almost 90 per cent of the plants to which questionnaires were sent

submitted returns. Breakdowns by industry and by province of the information contained in the accompanying table will be available in tabular form shortly. They may be obtained on request to the Economics and Research Branch, Department of Labour. Future issues of the *LABOUR GAZETTE* will contain more detailed analyses of some of the topics covered in the present article.

SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees			
	April 1, 1955	April 1, 1954	April 1, 1953	October 1, 1951
Standard Weekly Hours—				
40 and under.....	57.9	52.8	43.3	35.8
Over 40 and under 44.....	11.5	13.9	15.3	13.4
44.....	6.8	7.7	10.1	11.5
45.....	11.2	12.5	15.4	16.7
Over 45 and under 48.....	1.8	1.7	2.0	2.3
48.....	7.1	7.2	9.6	14.4
Over 48.....	3.7	4.2	4.3	5.9
Employees on a 5-day week (1).....	83.9	82.5	78.5	69.7
Vacations with Pay—				
Employees in establishments reporting one week or more with pay after 1 year or less.....	99.7	99.2	99.3	99.1
Employees in establishments reporting two weeks with pay.....	92.4	92.0	92.6	89.2
Two weeks with pay				
After: 1 year or less.....	15.6	15.5	14.9	14.2
2 years.....	11.4	10.3	9.6	9.3
3 years.....	27.0	25.5	22.5	16.2
5 years.....	34.7	35.2	40.4	46.2
Other.....	3.7	5.5	5.2	3.3
Employees in establishments reporting three weeks with pay.....	60.0	53.6	50.8	45.5
Three weeks with pay				
After: less than 15 years.....	3.2	2.0	1.4	1.1
15 years.....	43.7	36.9	28.8	19.5
20 years.....	6.4	6.9	10.9	12.1
Other.....	6.7	7.8	9.7	12.8
Employees in establishments reporting four weeks with pay.....	6.8	5.0	4.0	2.3
Four weeks with pay				
After: 25 years.....	5.8	4.1	3.3	2.0
Other.....	1.0	.9	.7	.3
Paid Statutory Holidays—				
Employees in establishments reporting paid statutory holidays.....	94.4	93.6	94.7	89.3
Employees in establishments where the following number of statutory holidays are paid for:				
1 to 5.....	14.3	17.2	17.0	19.4
6.....	12.6	13.1	14.5	15.5
7.....	11.2	11.3	12.6	9.9
8.....	47.3	43.4	41.4	37.8
More than 8.....	9.0	8.6	9.2	6.7
Premium Rates—				
Employees in establishments where time and one-half is paid after daily or weekly hours.....	88.6	.....	92.2	90.2
Shift Differentials—				
Employees in establishments where shift work is performed.....	78.0(2)	.....	71.0	65.2
Employees in establishments where shift differentials are paid..	68.6	.....	66.2	.....
Pension and Insurance Plans—				
Employees in establishments reporting:				
Pension plan.....	61.1	59.3	.....	51.9(2)
Group life insurance.....	85.6	83.4	.....	.....
Hospitalization plan.....	86.5	86.5	.....	.....
Surgical benefits.....	86.2	82.4	.....	.....
Physicians' services in hospital.....	70.4	64.8	.....	.....
Physicians' home and office calls.....	45.8	41.5	.....	.....
Insurance plan providing cash compensation for wage loss due to illness.....	74.7	73.9	.....	.....
Pay Practice—				
Employees in establishments reporting pay day—				
Weekly.....	69.4	.....	.....	.....
Every two weeks.....	20.7	.....	.....	.....
Twice per month.....	8.0	.....	.....	.....
Methods of Payment—				
Employees in establishments reporting payment by—				
Cheque.....	58.9	.....	.....	.....
Cash.....	39.1	.....	.....	.....

(1) Includes a small number of employees of establishments reporting alternate schedules of 5 and 5½ days.

(2) Establishments accounting for 63 per cent of the employees reported regular shift work; in those employing 15 per cent, shifts were worked occasionally.

(3) Estimated.

Strikes and Lockouts

Canada, August 1955*

Declines occurred during August in the number of existing strikes and lockouts, in the number of workers involved and in the time loss, compared with the previous month. About half the idleness in August was caused by a dispute involving 1,940 aircraft factory workers at Downsview (Toronto), Ont.

The question of increased wages was a factor in 17 of the 25 disputes in existence during August. Of the other stoppages, four arose over union questions, three over reduced wages and one over the dismissal of a worker.

Preliminary figures for August 1955 show a total of 25 strikes and lockouts, involving 6,442 workers, with a time loss of 92,525 man-days, compared with 32 strikes and lockouts during July 1955, with 10,913 workers involved and a loss of 96,335 days. In August 1954 there were 20 strikes and lockouts, 3,959 workers involved and a loss of 48,210 days.

For the first eight months of 1955 preliminary figures show a total of 106 strikes and lockouts, involving 31,905 workers, with a time loss of 554,848 man-days. In the same period in 1954 there were 122 strikes and lockouts, 31,490 workers involved and a loss of 469,911 days.

Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in June 1955 was 146 and 16 were still in progress from the previous month, making a total of 162 during the month. In all stoppages of work in progress, 98,500 workers were involved and a time loss of 1,327,000 days caused.

Of the 146 disputes leading to stoppages of work that began in June, seven, directly involving 1,600 workers, arose over demands for advances in wages, and 72, directly involving 5,600 workers, over other wage questions; one, directly involving 100

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in August 1955 was 0.11 per cent of the estimated working time; July 1955, 0.12 per cent; August 1954, 0.06 per cent; the first eight months of 1955, 0.08 per cent; and the first eight months of 1954, 0.07 per cent.

Of the 25 stoppages in existence during August, three were settled in favour of the workers, three were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 16 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954, and radio parts factory workers at Toronto, Ont., on November 1, 1954.)

workers, over questions as to working hours; 10, directly involving 800 workers, over questions respecting the employment of particular classes or persons; 54, directly involving 3,300 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principle.

Australia

The Australian *Monthly Bulletin of Employment Statistics* for April 1955 reported a total of 383 industrial disputes resulting in work stoppages for the first quarter of 1955, involving 108,387 workers, with a time loss of 185,615 working days.

United States

Preliminary figures for July 1955 show 425 work stoppages resulting from labour-management disputes beginning in the month, involving 750,000 workers. The time loss for all work stoppages in progress during the month was 3,200,000 man-days. Corresponding figures for June 1955 were 500 stoppages involving 500,000 workers and a loss of 3,400,000 days.

*See Tables G-1 and G-2 at back of book.

Prices and the Cost of Living*

Consumer Price Index, September 1, 1955

The consumer price index rose 0.3 per cent, from 116.4 to 116.8, between August 1 and September 1, the third monthly increase in a row. The rise brought the index up to the same level as a year earlier.

The change was largely attributable to higher food costs, although two other components were fractionally higher.

The change in the food index, from 112.4 to 113.7, resulted from higher prices for coffee, butter, margarine, eggs, most items of beef, and all cuts of fresh and cured pork. Almost all fresh and canned fruits and vegetables registered lower prices.

The shelter series moved from 129.8 to 130.0 under the influence of fractional advances in both the rent and home-ownership components.

Clothing remained unchanged at 107.8, a few slight increases and decreases balancing each other.

Household operation remained practically unchanged, moving from 115.8 to 115.9, largely as a result of seasonally higher prices for coal.

A further decline in the price of automobiles, which outweighed advances in automobile maintenance, accounted for the change in other commodities and services from 118.0 to 117.9.

The index one year earlier (September 1, 1954) was also 116.8. Group indexes on that date were: food 113.8, shelter 127.2, clothing 109.5, household operation 117.2, and other commodities and services 117.6.

City Consumer Price Indexes, August 1955

Between July 2 and August 1, 1955, consumer price indexes for nine regional cities showed advances ranging from 0.1 per cent in Montreal to 1.2 per cent in St. John's. The index for Toronto declined 0.2 per cent over the month.

Food indexes were higher in all cities except Toronto, the decreases of 0.7 of a point in that city contrasting with increases ranging from 0.2 of a point in Montreal to 2.6 points in Saskatoon-Regina.

The shelter index was slightly higher in three cities and unchanged in the other seven.

The few changes in clothing prices resulted in slightly lower indexes in three cities; six were unchanged and one was slightly higher.

Changes in household operation indexes were small, the slight increase resulting from higher prices for household supplies.

Increased hospital service rates in St. John's and higher transit fares in Winnipeg were reflected in higher other commodities and services indexes in those two cities.

Regional consumer price index point changes between July 2 and August 1 were as follows: St. John's +1.3 to 195.8†; Saskatoon-Regina +0.8 to 115.1; Winnipeg +0.6 to 116.1; Saint John +0.5 to 117.8; Edmonton-Calgary +0.5 to 114.6; Halifax +0.4 to 115.1; Ottawa +0.3 to 117.3; Vancouver +0.3 to 116.8; Montreal +0.1 to 116.8; Toronto -0.2 to 118.5.

Wholesale Prices, August 1955

Canada's general wholesale price index advanced 0.5 per cent to 219.6 from 218.4 between July and August. Five of the eight major component groups advanced, two declined and one remained unchanged.

The largest increase was shown by the iron and its products index, which rose 3.9 per cent to 226.0, with all sub-groups contributing to the advance. A substantial increase in copper, accompanied by lesser increases in aluminum sheet, silver, gold, solder and tin, moved the non-ferrous metals group index up 2.1 per cent to 118.8. Animal products advanced 0.3 per cent to 228.6.

Wood, wood products and paper moved up 0.3 per cent to 296.0 in response to higher prices for cedar lumber and shingles, spruce lumber and hardwoods. A slightly higher rate for the United States dollar in terms of Canadian funds caused increases in newsprint and woodpulp. An increase in industrial gases outweighed a decrease in shellac to put chemicals and allied products up 0.1 per cent to 176.5.

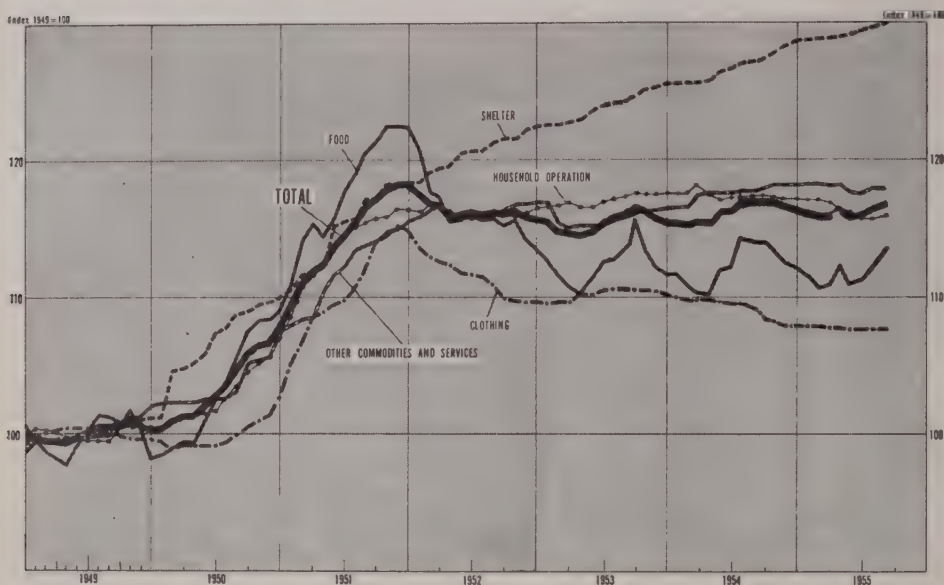
Vegetable products dropped 1 per cent to 193.9, largely due to a decrease in potato prices. Fibres, textiles and textile products declined 0.4 per cent to 226.0 when decreases in cotton fabrics, worsted and woollen cloth, domestic and imported raw wool, and raw cotton outweighed an increase in cotton yarns. Non-metallic minerals stood unchanged at 173.7.

Canadian farm product prices at terminal markets receded 2.4 per cent to 204.8 from 209.8 in July. Field products dropped 6.5 per cent to 159.0 from 170.0,

*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

CONSUMER PRICE INDEX FROM JANUARY 1949



largely due to substantial decreases in potato prices. Animal products moved up 0.4 per cent to 250.6 from 249.5.

Residential building material prices advanced 0.5 per cent to 285.5 from 284.2. Lumber, steel pipe, wire nails and metal weatherstripping were up, while shellac showed a small price decrease. Non-residential building material prices rose 1.6 per cent to 124.2 from 122.3, mainly due to increases in steel and other metal items including steel pipe and wire nails. Lumber and roofing materials also showed small increases.

U.S. Consumer Price Index, August 1955

The United States consumer price index, compiled by the Bureau of Labor Statistics, dropped 0.2 per cent between mid-July and mid-August after two successive rises. The food index dropped substantially but house furnishings prices were also lower.

At mid-August, the index stood at 114.5 (1947-49=100); at mid-July it was 114.7. The August 1955 reading was 0.4 per cent lower than that of August last year.

U.K. Index of Retail Prices, June 1955

The index of retail prices compiled by the British Ministry of Labour rose from 110.6 to 112.9 (Jan. 1952=100) between mid-May and mid-June. In mid-June 1954 it stood at 107.3.

U.K. Index of Retail Prices, July 1955

The British index rose, for the second successive month, between mid-June and mid-July to reach a level of 113.3. A year earlier the index stood at 109.1 and at the beginning of 1955, at 110.2.

Report of Board

(Continued from page 1163)

5-day week for the announcers, if scheduling arrangements satisfactory to both the company and the union can be made.

(c) Subject to the approval of the company and the union, the caretaker will be assigned a 5-day work week.

5. Except as hereinabove provided, the terms and conditions of the agreement between the parties dated February 1, 1954, shall be continued in the new agreement.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) HAROLD DALY,
Member.

(Sgd.) MILLER STEWART,
Member.

Dated at Toronto, Ontario, this 16th day of July 1955.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give number (numeral) of the publication desired and the month in which it was listed in THE LABOUR GAZETTE.

List No. 86.

Accident Prevention

1. **Civil Service Assembly of the United States and Canada.** *Developing a Safety Program for City Employees*, by W. D. Heisel. Chicago, 1954. Pp. 5.
 2. **National Safety Congress. 42nd, Chicago, 1954.** *Current Safety Topics in the Construction Industry and Public Employment*, as presented in Sessions of the Construction and Public Employee Sections... Chicago, National Safety Council, 1955. Pp. 40.
 3. **National Safety Congress. 42nd, Chicago, 1954.** *Current Safety Topics in the Metal Products Industries, Automotive and Machine Shop Industries, Power Press and Forging Operations*, as presented in sessions of the Automotive and Machine Shop and Power Press Sections... Chicago, National Safety Council, 1955. Pp. 28.
 4. **National Safety Congress, 42nd, Chicago, 1954.** *Current Safety Topics in the Mining Industry*, as presented in sessions of the Mining Section... Chicago, National Safety Council, 1955. Pp. 88.
 5. **National Safety Congress. 42nd, Chicago, 1954.** *Current Safety Topics in the Pulp and Paper Industry*, as presented in sessions of the Pulp and Paper Section... Chicago, National Safety Council, 1955. Pp. 44.
 6. **National Safety Congress. 42nd, Chicago, 1954.** *Current Safety Topics in the Textile Industry*, as presented in sessions of the Textile Section... Chicago, National Safety Council, 1955. Pp. 8.
 7. **National Safety Congress. 42nd, Chicago, 1954.** *Current Topics in Farm Safety*, as presented in sessions of the Farm Conference... Chicago, National Safety Council, 1955. Pp. 40.
 8. **National Safety Congress. 42nd, Chicago, 1954.** *Current Topics in Home Safety*, as presented in sessions of the Home Safety Conference... Chicago, National Safety Council, 1955. Pp. 24.
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Comprehensive and Universal Health Plan Called for in Joint Brief by Ontario TLC and CCL Federations

Ontario's two central labour bodies asked, in a joint brief submitted at the end of September, for a "comprehensive and universal health plan".

The Ontario Provincial Federation of Labour (TLC) and the Ontario Federation of Labour (CCL), representing approximately 400,000 workers, submitted a joint brief to Premier Frost dealing mainly with health insurance and also with unemployment assistance.

It was the first time the two labour groups had approached the Ontario Government together.

The brief said premiums paid by persons covered in various forms of private health plans would be more than adequate to prepay every conceivable health cost—if

the insurance coverage were universal and operated by the various governments rather than by a multitude of competing carriers.

"The only useful alternative," the brief said, "to the present inadequate, costly and makeshift system of health services is a comprehensive and universal health plan."

Statistics showed, the brief said, that even with all the existing health schemes in force in Ontario, there are still 1,500,000 persons ineligible for hospital benefits, 2,000,000 ineligible for surgical benefits, and 3,750,000 ineligible for medical benefits.

In reference to unemployment assistance the joint brief said it was entirely possible that the need for additional assistance to the unemployed this winter will be at least as great as last winter.

Fatal Industrial Accidents

(Continued from page 1151)

An analysis of the causes of these 322 fatalities shows that 81 (25 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest number of deaths was caused by automobiles and trucks (22), aircraft (19), tractors, loadmobiles, etc. (18), and watercraft (13). In the classification "struck by tools or machinery, moving vehicles and other objects," 69 (21 per cent) deaths were recorded; of these, 37 were in the category "other objects", 25 involved moving vehicles and seven as a result of

accidents involving tools, machinery, etc. "Falls and slips" were responsible for 64 fatalities during the period; 60 of the deaths were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 93. In Quebec there were 71 and in British Columbia 52.

During the quarter under review, there were 71 fatalities in April, 129 in May and 122 in June.

Labour Statistics

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A—Labour Force

TABLE A-1. REGIONAL DISTRIBUTION, WEEK ENDED JULY 23, 1955

(Estimates in Thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,738	116	431	1,634	2,069	1,021	467
Agricultural.....	992	*	64	217	276	397	34
Non-Agricultural.....	4,746	112	367	1,417	1,793	624	433
Males.....	4,456	97	343	1,268	1,560	828	360
Agricultural.....	939	*	59	212	254	380	30
Non-Agricultural.....	3,517	93	284	1,056	1,306	448	330
Females.....	1,282	19	88	366	509	193	107
Agricultural.....	53	*	*	*	22	17	*
Non-Agricultural.....	1,229	19	83	361	487	176	103
All Ages.....	5,738	116	431	1,634	2,069	1,021	467
14—19 years.....	698	18	53	231	233	117	46
20—24 years.....	748	19	54	242	251	136	46
25—44 years.....	2,583	53	186	735	935	456	218
45—64 years.....	1,500	23	116	384	570	270	137
65 years and over.....	209	*	22	42	80	42	20
<i>Persons with Jobs</i>							
All status groups.....	5,588	111	413	1,567	2,033	1,006	458
Males.....	4,335	93	327	1,214	1,531	817	353
Females.....	1,253	18	86	353	502	189	105
Agricultural.....	989	*	64	216	276	396	33
Non-Agricultural.....	4,599	107	349	1,351	1,757	610	425
Paid Workers.....	4,226	92	309	1,223	1,647	569	386
Males.....	3,106	75	238	902	1,193	407	291
Females.....	1,120	17	71	321	454	162	95
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	150	*	18	67	36	15	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,805	137	432	1,342	1,579	874	441
Males.....	797	34	79	198	245	147	94
Females.....	4,008	103	353	1,144	1,334	727	347

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 23, 1955		Week Ended June 18, 1955		Week Ended July 24, 1954	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	165	153	175	162	188	173
Without Jobs.....	150	140	157	147	172	161
Under 1 month.....	54	—	54	—	62	—
1—3 months.....	47	—	44	—	57	—
4—6 months.....	19	—	27	—	25	—
7—12 months.....	18	—	23	—	22	—
13—18 months.....	*	—	*	—	*	—
19 and over.....	*	—	*	—	*	—
Worked.....	15	13	18	15	16	12
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	12	*	11	*

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1954—1st Six Months.....	1,959	15,412	47,101	14,702	6,591	85,765	22,931*
1955—1st Six Months.....	1,853	11,488	30,949	8,218	5,909	58,417	31,994*

* These totals include all age groups.

TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1954 1st Six Months.....	4,970	3,704	1,206	1,608	6,432	7,820	474	15,077	6,740	414	48,445
1955 1st Six Months.....	4,112	2,878	697	1,036	4,604	4,986	289	8,814	4,587	206	32,250

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	21	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	72	329	70	252	218	35	976
1954—Average.....	72	323	68	261	239	36	999
1954—June.....	72	325	70	264	242	36	1,009
July.....	77	324	77	266	237	36	1,017
August.....	80	324	75	265	239	36	1,019
September.....	82	325	79	267	240	36	1,038
October.....	84	323	83	269	240	36	1,044
November.....	81	321	77	269	253	36	1,037
December.....	78	325	71	269	253	36	1,032
1955—January.....	71	318	60	257	250	35	991
February.....	68	327	57	257	252	35	996
March.....	59	330	56	259	257	36	997
April.....	59	336	63	266	253	36	1,013
May.....	69	340	72	273	258	37	1,049
June.....	77	346	86	270	265	38	1,091

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,599,156.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls, (D.B.S.)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
Jan. 1, 1954	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954	106.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1, 1954	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1, 1954	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1, 1954	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
Jan. 1, 1955	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1, 1955	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1, 1955	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1, 1955	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1, 1955	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1, 1955	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1, 1955	115.0	163.7	141.7	60.87	111.4	161.2	143.9	63.28

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1955	June 1 1955	July 1 1954	July 1 1955	June 1 1955	July 1 1954
(a) Provinces						
Newfoundland.....	136.1	129.7	134.9	55.41	53.22	54.79
Prince Edward Island.....	120.6	117.4	115.1	46.27	47.11	44.58
Nova Scotia.....	98.0	96.5	99.2	51.01	50.63	49.77
New Brunswick.....	105.7	100.4	97.8	51.23	51.41	50.08
Quebec.....	114.0	110.6	110.6	57.92	57.93	56.09
Ontario.....	115.4	113.0	112.2	63.45	63.61	61.34
Manitoba.....	107.5	104.8	106.2	58.40	58.05	56.63
Saskatchewan.....	122.2	117.4	123.0	58.18	57.85	56.10
Alberta.....	137.0	129.8	130.9	62.25	61.26	59.90
British Columbia.....	114.4	110.4	109.2	66.60	65.90	65.40
Canada.....	115.0	111.7	111.7	60.87	60.76	58.98
(b) Metropolitan Areas						
St. John's.....	118.2	112.6	115.8	45.35	44.80	43.25
Sydney.....	91.9	92.5	93.9	61.15	61.32	60.82
Halifax.....	110.4	108.5	111.9	50.04	49.61	47.27
Saint John.....	102.1	99.3	98.3	50.55	51.48	47.54
Quebec.....	108.5	107.5	113.8	50.37	50.96	47.49
Sherbrooke.....	103.3	103.5	99.3	48.73	49.70	46.04
Three Rivers.....	109.6	105.9	107.5	58.56	57.08	56.59
Drummondville.....	74.4	74.8	67.2	52.03	52.12	51.96
Montreal.....	114.0	113.0	111.5	59.23	59.21	57.00
Ottawa—Hull.....	115.5	113.9	112.1	56.18	55.91	54.65
Peterborough.....	96.0	95.0	97.3	64.07	63.58	62.01
Oshawa.....	162.3	161.1	139.2	67.11	70.54	63.86
Niagara Falls.....	124.7	122.4	145.3	67.14	66.75	68.26
St. Catharines.....	118.0	116.1	109.7	70.42	71.20	67.06
Toronto.....	121.6	120.7	120.9	64.85	64.33	62.61
Hamilton.....	107.0	104.9	104.2	65.70	65.50	63.55
Brantford.....	83.0	83.5	85.0	60.11	60.28	58.88
Galt.....	98.4	97.4	98.8	55.46	54.40	54.47
Kitchener.....	105.1	103.6	103.7	60.58	59.59	56.98
Sudbury.....	132.9	129.3	137.0	74.58	74.33	71.98
London.....	115.2	113.4	112.7	59.25	58.96	56.24
Sarnia.....	122.2	122.5	123.0	75.81	73.98	75.67
Windsor.....	110.4	107.4	97.1	67.08	75.68	67.78
Sault Ste. Marie.....	121.0	116.8	109.3	71.28	70.96	67.65
Ft. William—Pt. Arthur.....	111.8	109.3	108.6	63.14	64.18	60.97
Winnipeg.....	105.7	104.3	104.6	55.96	55.60	53.77
Regina.....	118.3	117.3	124.6	55.76	55.28	54.74
Saskatoon.....	121.4	118.4	126.6	54.98	54.39	52.21
Edmonton.....	161.2	156.2	148.1	61.11	59.94	58.00
Calgary.....	144.0	139.1	133.3	59.94	58.87	58.39
Vancouver.....	109.5	106.4	103.2	64.15	63.34	62.19
Victoria.....	116.9	115.0	111.0	60.13	59.44	58.64

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1955	June 1 1955	July 1 1954	July 1 1955	June 1 1955	July 1 1954
Mining	115-3	111-9	111-5	72.93	72.06	70.93
Metal mining.....	119-0	116-5	114-7	76.26	75.04	73.90
Gold.....	82-9	82-0	83-8	68.70	68.46	68.09
Other metal.....	152-8	148-8	143-6	80.09	78.42	77.06
Fuels.....	101-5	99-5	98-0	70.85	69.04	66.77
Coal.....	68-2	68-3	74-1	59.28	59.66	58.88
Oil and natural gas.....	211-6	202-4	177-4	83.17	79.50	77.68
Non-metal.....	141-3	129-0	139-1	64.76	67.05	62.62
Manufacturing	111-4	109-3	108-8	63.28	63.54	60.99
Food and beverages.....	112-5	103-9	110-5	56.47	57.15	54.48
Meat products.....	121-9	118-0	117-1	66.76	67.13	64.40
Canned and preserved fruits and vegetables.....	117-7	75-6	109-2	46.78	50.27	43.91
Grain mill products.....	107-6	106-6	105-9	60.19	60.89	60.15
Bread and other bakery products.....	109-2	107-2	106-8	54.33	53.83	54.03
Biscuits and crackers.....	101-4	94-0	100-3	47.35	46.94	44.24
Distilled and malt liquors.....	108-1	102-9	108-5	72.78	71.94	69.06
Tobacco and tobacco products.....	80-3	79-5	77-9	65.37	64.50	61.49
Rubber products.....	109-7	107-8	101-9	65.36	65.16	62.37
Leather products.....	84-0	84-5	87-8	43.20	42.83	40.93
Boots and shoes (except rubber).....	86-6	87-4	90-5	40.68	40.37	38.81
Textile products (except clothing).....	85-6	85-0	79-6	52.02	51.42	50.15
Cotton yarn and broad woven goods.....	86-7	85-9	79-9	49.58	47.84	46.61
Woolen goods.....	70-8	69-3	65-4	50.05	49.70	49.84
Synthetic textiles and silk.....	87-6	87-3	79-8	57.40	57.83	55.68
Clothing (textile and fur).....	90-1	89-8	89-0	40.11	40.55	38.92
Men's clothing.....	96-1	96-0	94-6	38.98	38.86	37.74
Women's clothing.....	87-7	89-0	87-5	39.69	40.80	38.49
Knit goods.....	77-9	76-9	79-0	41.60	42.44	40.65
Wood products.....	112-0	107-4	105-7	55.45	55.32	54.04
Saw and planing mills.....	118-2	112-5	110-2	57.17	57.05	56.03
Furniture.....	104-6	102-1	101-2	52.68	52.58	50.89
Other wood products.....	97-5	94-0	93-2	51.40	51.27	49.50
Paper products.....	121-0	118-0	119-2	75.06	74.20	72.38
Pulp and paper mills.....	124-8	122-1	123-3	80.26	79.19	77.59
Other paper products.....	111-6	107-7	109-0	60.81	60.76	57.98
Printing, publishing and allied industries.....	112-1	111-3	109-7	68.37	68.44	65.36
Iron and steel products.....	102-7	102-2	102-1	70.47	69.91	67.63
Agricultural implements.....	62-3	70-5	76-6	69.10	69.49	68.13
Fabricated and structural steel.....	130-9	126-9	133-4	73.27	73.71	74.04
Hardware and tools.....	103-2	101-3	99-2	66.32	65.62	62.84
Heating and cooking appliances.....	90-8	98-2	97-1	61.99	61.07	59.67
Iron castings.....	94-7	93-2	88-6	69.68	69.68	66.33
Machinery mfg.....	108-1	107-3	108-7	68.43	68.04	66.73
Primary iron and steel.....	112-5	109-4	97-7	76.20	75.43	71.87
Sheet metal products.....	109-1	105-7	109-7	69.60	66.98	66.88
Transportation equipment.....	137-7	138-5	136-3	69.74	72.38	67.81
Aircraft and parts.....	331-8	333-2	354-5	74.41	73.94	72.67
Motor vehicles.....	140-2	140-9	107-6	72.29	83.05	71.42
Motor vehicle parts and accessories.....	125-8	125-0	103-5	70.40	72.13	65.15
Railroad and rolling stock equipment.....	81-9	83-0	97-0	63.48	63.58	63.87
Shipbuilding and repairing.....	138-0	140-1	158-8	65.92	64.55	64.29
Non-ferrous metal products.....	126-0	123-7	116-5	72.75	71.75	69.18
Aluminum products.....	128-5	125-3	119-3	67.74	67.15	65.89
Brass and copper products.....	106-2	104-7	101-9	89.77	68.92	64.75
Smelting and refining.....	151-0	147-4	133-4	78.40	77.20	75.41
Electrical apparatus and supplies.....	135-1	133-1	130-5	68.58	68.31	66.41
Non-metallic mineral products.....	126-6	122-5	119-4	66.30	66.56	63.65
Clay products.....	111-4	109-5	106-1	63.00	62.77	61.35
Glass and glass products.....	130-6	123-8	122-2	63.73	65.01	61.01
Products of petroleum and coal.....	128-2	125-1	124-0	89.49	90.54	84.50
Chemical products.....	121-3	122-4	123-2	70.02	69.54	66.80
Medicinal and pharmaceutical preparations.....	111-4	110-0	108-4	64.20	64.14	61.98
Acids alkalis and salts.....	128-5	126-1	121-1	77.60	78.53	74.49
Miscellaneous manufacturing industries.....	102-3	101-0	104-0	54.78	54.60	53.44
Construction	124-0	115-2	118-0	61.33	60.47	61.41
Buildings and structures.....	124-7	116-4	121-8	65.71	64.95	66.33
Building.....	125-7	117-4	109-0	64.68	63.93	60.88
Engineering work.....	119-8	111-7	133-4	70.50	69.72	73.65
Highways, bridges and streets.....	122-8	113-2	112-2	54.25	53.13	53.00
Service	118-4	113-7	117-0	40.30	40.68	38.50
Hotels and restaurants.....	115-4	108-7	115-3	34.68	35.20	33.08
Laundries and dry cleaning plants.....	108-3	106-5	106-9	38.14	38.08	37.15
Industrial composite	115-0	111-7	111-7	60.87	60.76	58.93

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1955	June 1, 1955	July 1, 1954	July 1, 1955	June 1, 1955	July 1, 1954
Newfoundland.....	42.0	41.0	42.8	134.3	135.6	131.5
Nova Scotia.....	41.5	40.9	41.0	126.7	128.0	123.3
New Brunswick.....	42.7	41.7	42.9	127.1	127.9	122.4
Quebec.....	41.6	41.9	41.0	131.0	130.3	129.1
Ontario.....	40.7	40.9	40.4	152.2	153.7	148.3
Manitoba.....	40.3	39.9	40.2	137.9	138.1	134.8
Saskatchewan.....	41.3	41.0	40.8	150.5	151.5	144.9
Alberta (1).....	40.7	40.2	40.1	152.5	152.7	145.9
British Columbia (2).....	38.4	38.2	38.1	172.6	172.6	169.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (D.B.S.).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1955	June 1955	July 1954	July 1955	June 1955	July 1954	July 1955	June 1955	July 1954
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43.4	42.7	42.8	160.0	160.0	156.1	69.44	68.32	66.81
Metal mining.....	44.5	43.7	44.1	164.9	164.5	160.8	73.38	71.89	70.91
Gold.....	46.3	46.0	46.0	139.8	139.5	139.1	64.73	64.17	63.99
Other metal.....	43.5	42.5	43.0	179.1	179.1	174.0	77.91	76.12	74.82
Fuels.....	41.0	39.8	39.8	154.2	154.0	151.2	63.22	61.29	60.18
Coal.....	39.6	39.6	39.4	147.0	147.6	146.3	58.21	58.45	57.64
Oil and natural gas.....	44.5	40.3	41.4	170.0	170.9	166.9	75.65	68.87	69.10
Non-metal.....	43.2	43.4	42.9	149.7	151.1	144.8	64.67	65.58	62.12
Manufacturing.....	40.9	41.0	40.5	145.1	145.5	141.6	59.35	59.66	57.35
Food and beverages.....	41.9	41.5	41.3	123.5	126.7	121.4	51.75	52.58	50.14
Meat products.....	41.7	41.4	41.4	153.3	154.5	148.6	63.93	63.96	61.52
Canned and preserved fruits and vegetables.....	42.3	39.8	37.8	97.7	108.6	101.1	41.33	43.22	38.22
Grain mill products.....	41.3	41.8	42.3	139.4	139.9	138.2	57.57	58.48	58.46
Bread and other bakery products.....	44.0	44.1	43.7	110.1	109.9	109.7	48.44	48.47	47.94
Distilled and malt liquors.....	40.8	40.3	40.9	164.7	163.4	156.2	67.20	65.85	63.89
Tobacco and tobacco products.....	42.6	41.6	40.6	148.2	148.5	143.2	63.13	61.78	58.14
Rubber products.....	41.6	41.7	40.7	149.5	148.9	146.0	62.19	62.09	59.42
Leather products.....	38.8	38.6	37.8	102.3	101.4	100.4	39.69	39.14	37.95
Boots and shoes (except rubber).....	37.7	37.6	37.1	98.2	97.9	96.7	37.02	36.81	35.88
Textile products (except clothing).....	42.2	41.9	41.0	112.9	112.5	110.8	47.64	47.14	45.43
Cotton yarn and broad woven goods.....	40.8	39.6	38.9	113.9	113.5	111.7	46.47	44.95	43.45
Woolen goods.....	43.6	43.3	43.1	104.9	104.6	104.3	45.74	45.29	44.95
Synthetic textiles and silk.....	43.5	44.5	43.0	119.3	118.3	116.1	51.90	52.64	49.92
Clothing (textile and fur).....	35.9	36.7	34.6	97.9	97.6	98.8	35.15	36.82	34.18
Men's clothing.....	35.7	36.0	34.5	96.9	96.5	97.2	34.50	34.74	32.95
Women's clothing.....	33.5	35.5	31.9	102.4	101.1	103.3	34.30	35.89	32.95
Knit goods.....	37.6	38.5	36.3	97.2	97.9	99.3	36.55	37.69	36.05
*Wood products.....	41.7	41.5	41.7	127.9	128.4	125.2	53.33	53.29	52.21
Saw and planing mills.....	41.3	40.8	41.3	134.6	135.8	132.3	55.59	55.41	54.64
Furniture.....	41.9	41.9	41.6	117.9	117.7	114.5	49.40	49.32	47.63
Other wood products.....	43.7	44.0	43.4	111.4	110.5	108.4	48.68	48.62	47.05
Paper products.....	42.6	42.4	42.8	166.8	165.5	160.8	71.06	70.17	68.82
Pulp and paper mills.....	42.7	42.5	43.1	178.1	176.3	171.3	76.05	74.93	73.83
Other paper products.....	42.3	42.0	41.9	132.1	131.4	127.4	55.88	55.19	53.38
Printing, publishing and allied industries.....	40.3	40.2	40.1	172.3	172.8	165.5	69.44	69.47	66.37
*Iron and steel products.....	41.6	41.3	41.0	163.2	162.8	158.1	67.89	67.24	64.82
Agricultural implements.....	39.3	39.7	39.5	167.8	168.2	167.4	65.95	66.78	66.12
Fabricated and structural steel.....	40.8	40.6	41.6	166.5	168.0	167.7	67.93	68.21	69.76
Hardware and tools.....	42.1	41.7	41.1	149.1	148.3	143.6	62.77	61.84	59.02
Heating and cooking appliances.....	41.9	40.8	41.2	140.3	142.6	138.9	58.79	58.18	57.23
Iron castings.....	41.9	41.8	41.2	160.2	159.7	155.8	67.12	66.75	64.19
Machinery manufacturing.....	41.9	41.7	41.8	155.8	155.2	152.7	65.28	64.72	63.83
Primary iron and steel.....	41.2	41.2	40.2	179.1	178.5	171.1	73.79	73.54	68.78
Sheet metal products.....	42.4	41.0	41.9	158.5	155.0	154.4	67.20	63.55	64.69
*Transportation equipment.....	39.4	41.1	40.1	167.0	167.4	161.1	65.80	68.80	64.60
Aircraft and parts.....	40.5	40.6	41.1	172.1	170.8	168.5	69.70	69.34	69.25
Motor vehicles.....	36.5	41.1	38.5	180.1	180.3	170.2	65.74	77.71	65.53
Motor vehicle parts and accessories.....	40.5	41.9	38.2	166.1	166.4	158.8	67.27	69.72	60.66
Railroad and rolling stock equipment.....	39.2	38.9	39.8	159.1	160.3	153.6	62.37	62.36	63.12
Shipbuilding and repairing.....	41.4	40.8	42.2	157.4	155.4	151.0	65.16	63.40	63.72
*Non-ferrous metal products.....	41.5	40.9	40.8	166.0	165.3	159.7	68.89	67.61	65.16
Aluminum products.....	41.5	40.8	40.1	144.6	145.7	146.2	60.01	59.45	58.63
Brass and copper products.....	42.3	42.1	40.5	155.6	153.7	149.6	65.82	64.71	60.59
Smelting and refining.....	41.6	40.8	41.3	178.9	178.1	172.0	71.42	72.66	71.04
*Electrical apparatus and supplies.....	40.7	40.5	40.1	152.4	152.5	151.4	62.03	61.76	60.71
Heavy electrical machinery and equipment.....	40.8	40.3	40.2	166.8	166.3	167.9	68.05	67.02	67.50
*Non-metallic mineral products.....	44.0	43.8	43.3	145.1	145.4	141.0	63.84	63.69	61.05
Clay products.....	44.8	44.6	44.6	135.2	134.3	132.4	60.57	59.90	59.05
Glass and glass products.....	42.6	43.0	42.3	144.0	145.1	138.2	61.34	62.30	58.46
Products of petroleum and coal.....	39.8	41.4	41.0	199.1	200.2	187.9	79.24	82.88	77.04
Chemical products.....	41.7	41.7	41.1	151.0	149.5	146.3	62.97	62.34	60.13
Medicinal and pharmaceutical preparations.....	41.3	41.0	41.5	123.7	123.7	121.5	51.09	50.72	50.42
Acids, alkalis and salts.....	42.6	42.8	42.2	171.2	171.2	165.2	72.93	73.27	69.71
Miscellaneous manufacturing industries.....	40.7	40.6	41.0	119.8	119.0	116.3	48.76	48.31	47.68
*Durable goods.....	41.0	41.3	40.9	155.7	156.2	151.6	63.94	64.51	62.00
Non-durable goods.....	40.7	40.7	40.1	133.6	133.8	130.8	54.38	54.16	52.45
Construction.....	40.4	39.5	41.0	147.7	148.0	147.5	59.67	58.46	60.48
Buildings and structures.....	39.8	39.1	40.8	159.4	159.4	163.3	63.44	62.33	64.99
Highways, bridges and streets.....	41.8	40.3	41.4	124.5	124.4	121.8	52.04	50.13	50.43
Electric and motor transportation.....	45.2	44.8	45.0	143.5	144.2	140.7	64.86	64.60	63.32
Service.....	40.6	40.4	41.2	85.0	86.0	81.9	34.51	34.74	33.74
Hotels and restaurants.....	41.0	40.8	41.8	84.1	85.8	80.5	34.48	35.01	33.65
Laundries and dry cleaning plants.....	40.4	40.6	41.0	82.5	82.2	80.6	33.33	33.37	33.05

*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Week Preceding:						
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954.....	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954.....	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954.....	41.3	140.5	58.03	139.1	116.8	119.1
December 1, 1954.....	41.2	141.2	58.17	139.5	116.6	119.6
January 1, 1955.....	41.1*	142.8	58.69*	140.7	116.4	120.9
February 1, 1955.....	41.0	142.7	58.51	140.3	116.3	120.6
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	112.2
April 1, 1955.....	41.1	144.3	49.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955 ⁽¹⁾	41.0	145.5	59.66	143.0	115.9	123.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1955 are 39.3 and \$56.12.

⁽¹⁾ Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1949.....	19,940	22,620	42,560	97,694	39,667	137,351
September 1, 1950.....	29,631	16,558	46,189	97,634	53,969	151,603
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
May 1, 1955.....	15,508	14,655	30,163	394,621	98,601	493,222
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955 (1).....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955 (1).....	26,320	19,536	45,856	121,945	64,280	186,225

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 29, 1955 ⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				June 30, 1955	July 30, 1954		
Agriculture, Fishing, Trapping	1,318	1,170	2,488	—	173	+	769
Forestry	2,956	12	2,968	+	182	+	2,025
Mining, Quarrying and Oil Wells	483	76	559	—	83	—	155
Metal Mining.....	193	18	211	—	70	+	65
Fuels.....	97	24	121	—	4	—	54
Non-Metal Mining.....	138	2	140	—	13	—	192
Quarrying, Clay and Sand Pits.....	14	2	16	+	1	—	2
Prospecting.....	41	30	71	+	3	+	28
Manufacturing	4,190	3,610	7,800	+	926	+	2,053
Foods and Beverages.....	498	452	950	+	136	—	543
Tobacco and Tobacco Products.....	4	6	10	—	10	+	2
Rubber Products.....	73	41	114	+	34	+	69
Leather Products.....	91	249	340	+	140	+	122
Textile Products (except clothing).....	108	192	300	+	28	+	68
Clothing (textile and fur).....	166	1,639	1,805	+	544	+	304
Wood Products.....	658	106	764	+	143	+	365
Paper Products.....	145	99	244	+	49	+	146
Printing, Publishing and Allied Industries.....	112	112	224	—	111	+	55
Iron and Steel Products.....	720	143	863	—	3	+	412
Transportation Equipment.....	637	75	712	—	114	+	372
Non-Ferrous Metal Products.....	276	55	331	+	27	+	237
Electrical Apparatus and Supplies.....	315	177	492	—	18	+	219
Non-Metallic Mineral Products.....	125	33	158	+	30	+	93
Products of Petroleum and Coal.....	20	17	37	—	37	+	22
Chemical Products.....	172	101	273	—	19	+	72
Miscellaneous Manufacturing Industries.....	70	113	183	+	7	+	38
Construction	3,000	114	3,114	+	280	+	1,192
General Contractors.....	2,141	59	2,200	+	138	+	897
Special Trade Contractors.....	859	55	914	+	142	+	295
Transportation, Storage and Communication	1,013	305	1,318	+	143	+	452
Transportation.....	857	152	1,009	+	128	+	410
Storage.....	66	17	83	+	19	+	38
Communication.....	90	136	226	—	4	+	4
Public Utility Operation	65	59	124	—	40	+	37
Trade	2,407	2,399	4,806	—	108	+	1,469
Wholesale.....	857	583	1,440	+	59	+	480
Retail.....	1,550	1,816	3,366	—	167	+	989
Finance, Insurance and Real Estate	747	801	1,548	—	123	+	583
Service	2,861	8,330	11,191	—	1,912	+	2,040
Community or Public Service.....	273	1,153	1,426	—	403	—	144
Government Service.....	1,105	390	1,495	—	285	+	154
Recreation Service.....	180	127	307	—	50	—	105
Business Service.....	585	442	1,027	+	143	+	242
Personal Service.....	718	6,218	6,936	—	1,317	+	1,893
GRAND TOTAL	19,040	16,876	35,916	—	908	+	10,465

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT JULY 28, 1955 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,863	728	2,591	3,832	1,373	5,205
Clerical workers.....	1,209	3,642	4,851	9,361	20,587	29,948
Sales workers.....	1,565	1,206	2,771	3,824	9,320	13,144
Personal and domestic service workers...	877	6,888	7,765	18,695	11,620	30,315
Seamen.....	28		28	583	2	585
Agriculture and fishing.....	1,380	789	2,169	1,598	506	2,104
Skilled and semi-skilled workers.....	8,566	2,362	10,928	55,672	16,525	72,197
Food and kindred products (inc. tobacco).....	60	15	75	764	419	1,183
Textiles, clothing, etc.....	134	1,680	1,814	2,842	10,503	13,345
Lumber and wood products.....	3,118	7	3,125	5,866	145	6,011
Pulp, paper (inc. printing).....	27	11	38	634	359	993
Leather and leather products.....	72	165	237	865	911	1,776
Stone, clay and glass products.....	23	1	24	176	39	215
Metalworking.....	667	30	697	8,609	1,039	9,648
Electrical.....	173	81	254	1,330	841	2,171
Transportation equipment.....	28		28	605	61	666
Mining.....	156		156	974		974
Construction.....	1,641	1	1,642	9,391	2	9,393
Transportation (except seamen).....	579	13	592	8,926	77	9,003
Communication and public utility.....	69		69	324	7	331
Trade and service.....	230	287	517	1,998	1,076	3,074
Other skilled and semi-skilled.....	1,346	55	1,401	9,122	765	9,887
Foremen.....	69	16	85	1,345	268	1,613
Apprentices.....	174		174	1,901	13	1,914
Unskilled workers.....	2,875	1,050	3,925	39,145	12,741	51,886
Food and tobacco.....	270	361	631	1,304	2,145	3,449
Lumber and lumber products.....	348	4	352	4,124	245	4,369
Metalworking.....	162	27	189	2,794	410	3,204
Construction.....	1,335	2	1,337	16,073	33	16,106
Other unskilled workers.....	760	656	1,416	14,850	9,908	24,758
GRAND TOTAL.....	18,363	16,665	35,028	132,710	72,674	205,384

(1) Preliminary—subject to revision.

* Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JULY 28, 1955

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954	(1) July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954
Newfoundland	362	364	538	5,747	6,037	4,956
Corner Brook.....	67	18	39	1,397	1,507	1,719
Grand Falls.....	2	1	2	357	398	370
St. John's.....	293	345	497	3,993	4,132	2,867
Prince Edward Island	163	328	496	942	1,235	1,095
Charlottetown.....	78	286	166	552	709	653
Summerside.....	85	42	330	390	526	442
Nova Scotia	1,376	1,698	1,099	10,028	11,095	11,861
Amherst.....	20	79	8	310	502	461
Bridgewater.....	23	23	45	311	371	377
Halifax.....	1,096	1,152	661	3,240	3,772	3,722
Inverness.....			1	213	188	295
Kentville.....	102	194	54	508	703	867
Liverpool.....	27	55	68	154	202	211
New Glasgow.....	39	47	62	1,538	1,552	1,943
Springhill.....	5	4	12	147	164	359
Sydney.....	22	91	137	2,785	2,627	2,642
Truro.....	29	46	26	389	470	418
Yarmouth.....	13	7	25	433	544	566
New Brunswick	884	1,333	955	7,939	10,082	9,757
Bathurst.....	12	13	12	480	668	613
Campbellton.....	30	29	41	524	850	589
Edmundston.....	10	42	20	362	530	371
Fredericton.....	253	447	176	497	694	901
Minto.....	20	4	13	222	287	509
Moncton.....	300	274	451	1,810	2,021	2,148
Newcastle.....	5	1	9	899	967	726
Saint John.....	201	283	174	2,642	3,116	2,713
St. Stephen.....	12	121	36	347	435	652
Sussex.....	33	87	16	103	167	138
Woodstock.....	8	32	7	253	347	397
Quebec	10,368	9,932	6,553	63,881	79,535	81,648
Asbestos.....	54	72	28	247	322	219
Beauharnois.....	56	93	14	281	346	469
Buckingham.....	10	23	15	240	311	387
Causapscal.....	329	80	6	723	658	393
Chandler.....	5	7		165	223	213
Chicoutimi.....	280	278	76	611	722	923
Dolbeau.....	121	137	10	309	374	509
Drummondville.....	70	72	62	916	1,066	1,823
Farnham.....	59	105	41	475	498	290
Forestville.....	316	307	2	330	667	370
Gaspé.....	2	8	6	158	291	193
Granby.....	13	33	23	1,518	1,024	1,732
Hull.....	67	57	75	994	1,151	1,084
Joliette.....	99	109	122	1,137	1,260	1,530
Jonquières.....	55	73	31	604	752	1,072
Lachute.....	11	15	12	263	265	299
La Malbaie.....	2		4	245	302	154
La Tuque.....	762	516	81	193	257	331
Lévis.....	179	137	125	1,617	1,844	1,812
Louiseville.....	47	49	46	476	406	724
Maniwaki.....	42	36	8	102	177	167
Matane.....	1	61	25	377	377	564
Mégantic.....	5	77	46	254	314	378
Mont-Laurier.....	2	2	9	433	335	603
Montmagny.....	40	47	16	460	578	645
Montréal.....	4,663	4,139	3,263	27,212	29,759	36,204
New Richmond.....	39	55	4	277	409	272
Port-Alfred.....	28	71	16	243	370	276
Québec.....	562	656	451	6,610	7,000	5,725
Rimouski.....	109	51	13	563	716	647
Rivière-du-Loup.....	121	69	306	653	1,014	1,084
Roberval.....	15	17	45	287	431	549
Rouyn.....	118	103	81	897	1,190	1,464
Ste-Agathe.....	122	88	10	206	243	290
Ste-Anne de Bellevue.....	82	101	21	351	378	316
Ste-Thérèse.....	86	89	65	611	597	921
St-Georges Est.....	161	186	298	515	600	701
St-Hyacinthe.....	99	229	137	1,160	937	1,406
St-Jean.....	83	89	76	770	729	1,055
St-Jérôme.....	38	41	29	446	548	637
St-Joseph d'Alma.....	103	58	30	486	665	765
Sept-Iles.....	48	85	34	177	290	120
Shawinigan Falls.....	36	51	24	1,687	1,668	1,746
Sherbrooke.....	211	262	143	1,948	2,135	2,698
Sorel.....	18	31	20	986	1,137	1,332
Thetford Mines.....	125	72	41	595	697	718
Trois-Rivières.....	245	263	397	2,062	2,288	2,883

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JULY 28, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Live Applications		
	(1) July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954	(1) July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954
Quebec—Con.						
Val d'Or.....	475	581	42	704	766	924
Valleyfield.....	56	44	33	720	844	1,154
Victoriaville.....	98	107	92	597	614	877
Ontario.....	11,320	11,215	7,349	72,776	77,546	97,983
Amprior.....	26	11	13	99	108	95
Barrie.....	213	169	116	675	609	710
Belleville.....	27	27	38	831	893	759
Bracebridge.....	227	469	79	159	190	216
Brampton.....	55	74	25	304	390	245
Brantford.....	177	168	46	1,539	1,491	2,121
Brookville.....	19	13	19	252	244	227
Carleton Place.....	4	7	6	97	103	248
Chatham.....	408	77	340	848	932	1,356
Cobourg.....	16	12	2	337	326	389
Collingwood.....	51	29	31	589	463	717
Cornwall.....	58	102	205	1,641	1,667	1,551
Fort Erie.....	28	33	29	241	221	256
Fort Frances.....	8	9	14	169	208	118
Fort William.....	162	126	80	703	866	1,089
Galt.....	54	60	55	543	500	1,174
Gananoque.....	21	13	5	110	116	127
Goderich.....	26	23	20	188	201	167
Guelph.....	107	102	89	1,024	876	1,326
Hamilton.....	727	653	422	5,080	5,678	8,924
Hawkesbury.....	13	19	16	192	208	207
Ingersoll.....	144	26	45	237	257	491
Kapuskasing.....	28	14	13	261	370	349
Kenora.....	25	62	12	187	250	141
Kingston.....	133	125	190	765	818	725
Kirkland Lake.....	35	67	30	379	448	523
Kitchener.....	123	124	57	1,893	1,265	2,069
Leamington.....	16	24	11	522	519	1,099
Lindsay.....	57	44	44	369	435	612
Listowel.....	29	31	23	103	134	149
London.....	564	548	410	2,385	2,433	3,098
Midland.....	46	36	21	241	249	600
Napanee.....	7	14	5	219	198	183
New Toronto.....	196	151	92	1,508	1,522	1,224
Niagara Falls.....	87	91	52	801	1,008	1,161
North Bay.....	89	64	88	534	615	646
Oakville.....	141	125	31	171	221	356
Orillia.....	50	21	21	326	333	445
Oshawa.....	121	99	80	1,618	1,713	4,099
Ottawa.....	888	1,170	815	2,226	2,414	2,548
Owen Sound.....	95	57	31	809	678	948
Parry Sound.....	2	13	.....	77	100	104
Pembroke.....	195	253	71	582	892	689
Perth.....	36	51	35	130	150	174
Peterborough.....	64	32	91	1,274	1,356	1,524
Pictou.....	13	2	3	100	86	104
Port Arthur.....	152	124	105	1,140	1,380	1,307
Port Colborne.....	19	20	10	301	285	561
Prescott.....	49	41	18	349	439	405
Renfrew.....	19	51	13	342	353	285
St. Catharines.....	198	166	74	1,632	1,828	2,946
St. Thomas.....	69	56	69	475	511	466
Sarnia.....	71	162	61	1,022	944	1,225
Sault Ste. Marie.....	106	78	109	668	862	2,191
Simcoe.....	86	27	91	456	365	425
Sioux Lookout.....	11	10	14	83	93	104
Smiths Falls.....	15	24	21	274	255	238
Stratford.....	23	59	26	389	400	679
Sturgeon Falls.....	.....	2	9	364	998	413
Sudbury.....	171	171	94	950	1,146	1,241
Timmins.....	119	148	58	867	994	928
Toronto.....	3,982	3,798	2,294	22,259	24,757	23,115
Trenton.....	44	47	36	434	578	494
Walkerton.....	44	36	30	269	292	379
Wallaceburg.....	9	6	3	220	256	344
Welland.....	21	24	5	987	1,007	1,551
Weston.....	194	332	155	1,089	982	892
Windsor.....	272	345	103	4,645	3,654	11,220
Woodstock.....	35	48	30	223	313	511
Manitoba.....	2,210	2,577	1,966	9,979	11,144	10,595
Brandon.....	244	431	236	470	556	565
Dauphin.....	27	23	17	230	332	266
Flin Flon.....	42	45	42	137	178	162
Portage la Prairie.....	56	53	36	318	389	416
The Pas.....	4	10	43	51	57	45
Winnipeg.....	1,837	2,015	1,592	8,773	9,632	9,141

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JULY 28, 1955

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Live Applications		
	(¹) July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954	(¹) July 28, 1955	Previous Month June 30, 1955	Previous Year July 29, 1954
Saskatchewan	1,286	1,314	1,763	4,616	6,180	4,009
Estevan.....	56	35	35	67	113	82
Moose Jaw.....	210	239	157	432	584	386
North Battleford.....	48	33	113	326	395	240
Prince Albert.....	51	125	50	901	1,324	871
Regina.....	393	330	433	1,072	1,301	716
Saskatoon.....	229	387	387	1,081	1,473	1,048
Swift Current.....	154	60	286	158	219	166
Weyburn.....	53	43	83	88	110	83
Yorkton.....	92	62	219	491	661	417
Alberta	3,140	3,208	1,845	8,776	10,848	10,726
Blairmore.....	24	29	10	160	275	299
Calgary.....	1,031	1,187	619	2,919	3,461	3,280
Drumheller.....	24	7	47	293	325	192
Edmonton.....	1,568	1,483	856	3,724	4,778	4,960
Edson.....	68	28	43	158	184	258
Lethbridge.....	212	318	138	654	834	712
Medicine Hat.....	107	77	55	477	433	462
Red Deer.....	106	79	42	391	556	535
Yellowknife (Office Closed).....	Figures included with Edmonton		35	Figures included with Edmonton		28
British Columbia	3,919	4,164	2,462	20,700	25,876	26,223
Chilliwack.....	41	73	132	470	670	477
Courtenay.....	58	29	22	321	538	597
Cranbrook.....	32	23	14	197	363	218
Dawson Creek.....	25	30	16	439	503	149
Duncan.....	72	45	28	214	249	251
Kamloops.....	142	139	94	287	371	317
Kelowna.....	26	67	4	276	385	263
Mission City.....	773	909	469	359	710	502
Nanaimo.....	62	42	29	566	550	687
Nelson.....	15	15	38	321	400	462
New Westminster.....	168	253	197	2,602	3,155	3,302
Penticton.....	13	20	8	155	215	306
Port Alberni.....	31	49	9	282	307	220
Prince George.....	260	202	107	790	966	620
Prince Rupert.....	244	214	21	300	386	315
Princeton.....	11	7	3	52	64	65
Trail.....	17	56	19	278	483	562
Vancouver.....	1,516	1,449	896	10,122	12,582	14,113
Vernon.....	35	73	29	213	294	321
Victoria.....	291	321	205	2,231	2,306	2,234
Whitehorse.....	87	98	122	225	379	242
Canada	35,028	36,133	25,026	205,384	230,576	258,853
Males.....	18,363	18,741	12,124	132,710	152,711	181,457
Females.....	16,665	17,392	12,902	72,674	77,865	77,396

¹ Preliminary subject to revision.² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1950—1955

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	198,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1954 (7 months).....	477,801	294,930	182,871	37,833	118,580	152,022	99,101	70,265
1955 (7 months).....	493,455	326,465	166,990	35,908	116,529	175,522	96,537	68,959

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Per Week Receiving Benefit* (in thousands)	Month of July 1955		
		Number Commencing Benefit	Number of Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
Newfoundland.....	3.4	737	67,965 (431)	\$ 231,699
Prince Edward Island.....	0.6	190	12,925 (95)	35,663
Nova Scotia.....	8.0	3,630	164,698 (4,362)	531,139
New Brunswick.....	6.0	1,829	123,150 (2,202)	388,655
Quebec.....	44.1	16,467	1,030,635 (28,648)	3,044,874
Ontario.....	43.7	18,330	994,172 (24,006)	2,992,718
Manitoba.....	5.5	1,791	126,951 (3,462)	366,511
Saskatchewan.....	2.9	805	63,738 (1,253)	189,275
Alberta.....	6.2	1,591	119,189 (2,644)	373,602
British Columbia.....	12.0	4,620	257,482 (6,865)	793,416
Total, Canada, July 1955.....	132.4	49,990	2,960,905 (73,968)	8,947,552
Total, Canada, June 1955.....	170.4	64,865	4,113,157 (86,166)	12,645,439
Total, Canada, July 1954.....	163.5†	71,203	4,157,128 (76,310)	12,760,098

* As a result of postal claimants, who form one-fifth to one-third of all claimants, being put on a bi-weekly basis, the pattern of weekly and bi-weekly payments has become irregular. To provide an estimate of the number of beneficiaries under the changed system, it was decided to get the average weekly number for the month.

† Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT JULY 29, 1955, BY DURATION ON THE REGISTER, SEX AND PROVINCE (DISABILITY CASES INCLUDED)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register									July 30, 1954 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73-96	97-120	121 and over	
Newfoundland.....	3,571	628	390	337	577	552	422	209	456	3,831
Male.....	3,270	579	360	305	528	518	382	186	412	3,585
Female.....	301	49	30	32	49	34	40	23	44	246
Prince Edward Island.....	612	84	63	77	113	81	54	40	100	690
Male.....	431	60	48	54	84	50	36	30	69	503
Female.....	181	24	15	23	29	31	18	10	31	187
Nova Scotia.....	7,644	1,375	781	1,125	1,350	870	548	323	1,272	8,436
Male.....	6,307	1,147	677	970	1,109	701	435	245	1,023	7,246
Female.....	1,337	228	104	155	241	169	113	78	249	1,190
New Brunswick.....	5,690	978	551	716	1,164	774	541	285	681	7,522
Male.....	4,386	760	416	560	939	608	422	206	475	6,129
Female.....	1,304	218	135	156	225	166	119	79	206	1,393
Quebec.....	48,016	10,517	4,471	5,075	7,560	5,265	4,128	2,810	8,192	61,148
Male.....	31,035	7,277	2,983	3,184	4,533	3,236	2,675	1,857	5,290	43,167
Female.....	16,981	3,240	1,488	1,891	3,027	2,029	1,451	953	2,902	17,981
Ontario.....	47,994	10,505	4,508	5,184	6,998	4,895	3,768	2,680	9,456	74,451
Male.....	28,894	6,845	2,840	3,014	3,960	2,678	2,073	1,531	5,953	53,996
Female.....	19,100	3,660	1,668	2,170	3,038	2,217	1,695	1,149	3,503	20,455
Manitoba.....	6,264	1,454	496	610	873	603	427	332	1,469	7,004
Male.....	3,683	934	301	358	462	322	251	184	871	4,253
Female.....	2,581	520	195	252	411	281	176	148	598	2,751
Saskatchewan.....	2,863	523	233	260	378	311	223	175	760	2,204
Male.....	1,874	337	143	176	225	188	141	108	556	1,323
Female.....	989	186	90	84	153	123	82	67	204	881
Alberta.....	4,961	1,052	367	476	701	551	499	398	917	6,876
Male.....	3,225	713	226	259	406	333	366	276	646	5,056
Female.....	1,736	339	141	217	295	218	133	122	271	1,820
British Columbia.....	12,402	2,717	1,033	1,464	1,758	1,363	925	672	2,470	16,751
Male.....	7,973	1,892	717	876	1,063	818	560	415	1,632	12,245
Female.....	4,429	825	316	588	695	545	365	257	838	4,506
CANADA.....	140,017	29,833	12,893	15,324	21,472	15,265	11,533	7,924	25,773	188,913
MALE.....	91,078	20,544	8,711	9,756	13,309	9,452	7,341	5,038	16,927	137,503
FEMALE.....	48,939	9,289	4,182	5,568	8,163	5,813	4,192	2,886	8,846	51,410

* Disability cases: July 29, 1955; 2,926 (1,817 males 1,109 females). July 30, 1954; 2,815 (1,937 males 878 females).

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
JULY, 1955**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

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Province	Claims filed at Local Offices			Disposal of Claims (including claims pending at end of month)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,190	829	361	1,164	729	435	485
Prince Edward Island.....	239	163	76	239	167	92	74
Nova Scotia.....	4,250	2,193	2,057	4,478	3,562	916	905
New Brunswick.....	2,306	1,442	864	2,327	1,656	671	615
Quebec.....	27,105	14,952	12,153	26,177	18,184	7,993	8,102
Ontario.....	32,151	18,284	13,867	31,584	24,244	7,340	11,328
Manitoba.....	3,115	1,968	1,147	3,017	2,154	863	566
Saskatchewan.....	1,212	732	480	1,221	869	352	307
Alberta.....	2,771	1,581	1,190	2,652	1,884	768	654
British Columbia.....	7,239	3,995	3,244	7,724	5,668	2,056	1,497
Total Canada, July 1955.....	81,578*	46,139	35,439	80,583†	59,117	21,466	24,533
Total Canada, June 1955.....	90,380	50,711	39,669	88,493	70,522	17,971	23,538
Total Canada, July 1954.....	106,269	56,712	49,557	105,744	83,861	21,877	27,361

* In addition, revised claims received numbered 14,831.

† In addition, 14,845 revised claims were disposed of. Of these, 860 were special requests not granted, and 704 were appeals by claimants. There were 2,266 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1954—June.....	3,194,000	2,946,200	247,800
July.....	3,225,000	3,025,500	199,500
August.....	3,232,000	3,043,100	188,900
September.....	3,250,000	3,058,700	191,300
October.....	3,257,000	3,069,300	187,700
November.....	3,249,000	3,039,900	209,100
December.....	3,310,000	3,035,500	274,500
1955—January.....	3,393,000	2,961,200	431,800†
February.....	3,409,000	2,865,600	543,400†
March.....	3,435,000	2,856,400	578,600†
April.....	3,427,000	2,863,700	563,300†
May.....	3,224,000	2,905,500	318,500
June.....	3,222,000	3,012,300	209,700

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	107.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF AUGUST, 1955**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
	Aug. 2nd, 1954	July 2nd, 1955	Aug. 1st, 1955					
(1) St. John's, Nfld.....	104.4	104.5	105.8	105.2	108.6	100.7	102.7	110.0
Halifax.....	115.3	114.7	115.1	107.6	124.5	114.5	118.9	119.1
Saint John.....	117.6	117.3	117.8	112.7	125.6	116.1	116.5	124.0
Montreal.....	117.2	116.7	116.8	114.7	136.0	107.1	114.5	116.8
Ottawa.....	117.0	117.0	117.3	111.4	133.9	111.0	116.3	119.6
Toronto.....	119.0	118.7	118.5	110.5	147.0	109.9	114.4	118.6
Winnipeg.....	116.4	115.5	116.1	111.6	126.0	112.4	114.1	119.0
Saskatoon—Regina.....	115.3	114.3	115.1	112.7	118.1	114.6	116.9	114.2
Edmonton—Calgary.....	115.4	114.1	114.6	110.7	121.1	112.5	115.7	117.3
Vancouver.....	118.1	116.5	116.8	110.1	127.4	112.2	122.5	119.6

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Indexes on the base—June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST 1954, 1955†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1955*						
January.....	16‡	16	11,106‡	11,106	218,145	0.26
February.....	4	11	90	2,587	20,055	0.02
March.....	7	11	1,778	1,956	13,971	0.02
April.....	16	22	1,821	2,683	25,912	0.03
May.....	9	17	2,237	3,200	40,550	0.05
June.....	21	29	4,510	5,664	47,355	0.06
July.....	19	32	7,869	10,913	96,335	0.12
August.....	14	25	2,494	6,442	92,525	0.11
Cumulative totals.....	106		31,905		554,848	0.08
1954						
January.....	26‡	26	10,644‡	10,644	157,074	0.19
February.....	8	20	779	4,686	52,250	0.06
March.....	12	18	1,184	1,799	14,625	0.02
April.....	24	34	1,651	2,297	25,081	0.03
May.....	8	22	2,062	3,400	31,810	0.04
June.....	20	32	9,502	10,192	86,715	0.10
July.....	16	30	4,461	6,658	54,146	0.06
August.....	8	20	1,207	3,959	48,210	0.06
Cumulative totals.....	122		31,490		469,911	0.07

* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1955 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1955					
MANUFACTURING— <i>Animal Foods—</i> Fish processing factory workers, Burin, Nfld.	1	(³) 300	5,100	July 28	For a new agreement providing for increased wages, follow- ing reference to conciliation board; concluded August 19; negotiations; compromise.
<i>Boots and Shoes (Leather) —</i> Shoe factory workers, St. Hyacinthe, Que.	1	122	3,250	July 13	For a new agreement elimi- nating wage reductions in effect since Nov. 1, 1954, following reference to arbi- tration board; unconcluded.
<i>Textiles, Clothing, etc.—</i> Hosiery factory workers, London, Ont.	1	250	3,000	July 6	Protesting proposed wage reductions in new agreement under negotiations, following reference to conciliation board; concluded August 16; negotiations; in favour of workers.
<i>Pulp, Paper and Paper Products—</i> Pulp and paper mill workers, Shawinigan Falls and Grand'Mere, Que.	2	400	8,000	June 9	For new agreements providing for increased wages; partial return of workers; uncon- cluded.
<i>Printing and Publishing—</i> Newspaper printing plant workers, Montreal, Que.	1	58	800	Apr. 20	For a greater increase in wages than recommended by arbi- tration board; partial return of workers; unconcluded.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, Saint John, N.B.	1	19	400	May 26	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; employment condi- tions no longer affected by the end of August; indefinite.
<i>Metal Products—</i> Aircraft factory workers, Downsview (Toronto,) Ont.	1	1,940	44,000	July 11	For a new agreement providing for increased wages and union shop, following refer- ence to conciliation board; unconcluded.
Needle factory workers, Bedford, Que.	1	475	4,750	July 22	For a new agreement providing for increased wages, reduced hours from 50 to 45 per week all the year round, pay for two additional statutory holidays and extension of vacation plan, following reference to arbitration board; concluded August 12; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1955 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1955—(Concluded)					
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water—</i> Seamen, Vancouver, B.C.	1	⁽⁴⁾ 328	7,500	July 3	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
SERVICE— <i>Public Administration</i> County roads employees, Cayuga, Ont.	1	45	1,000	June 27	For union recognition; un- concluded.
<i>Business and Personal—</i> Beverage room employees, Sydney, N.S.	1	11	10	July 18	For union recognition; con- cluded August 1; return of workers pending reference to Labour Relations Board; indefinite.
Strikes and Lockouts Commencing During August 1955					
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Fruit and vegetable packing plant workers, Okanagan Valley, B.C.	.....	526	3,000	Aug. 25	For a new agreement providing for increased wages, follow- ing reference to conciliation board; unconcluded.
<i>Textiles, Clothing, etc.—</i> Hat and cap factory workers, Toronto, Ont.	25	400	1,600	Aug. 16	For a new agreement providing for increased wages, fringe benefits and separate agree- ment for Ontario, following reference to conciliation board; concluded August 19; negotiations; in favour of workers.
<i>Miscellaneous Wood Products—</i> Sawmill and veneer factory workers, Kiosk, Ont.	1	137	410	Aug. 29	For a new agreement providing for increased wages and Rand formula for union dues, following reference to con- ciliation board; unconcluded.
<i>Metal Products—</i> Electrical apparatus factory workers, Toronto, Ont.	1	37	165	Aug. 17	Protesting new method of establishing piece-work rates and incentive bonus; con- cluded August 25; return of workers pending further negotiations; indefinite.
Structural steel fabricators, Sault Ste. Marie, Ont.	1	⁽⁵⁾ 135	1,145	Aug. 19	For a new agreement providing for increased wages and job evaluation plan, following reference to conciliation board; unconcluded.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Glass factory workers, Toronto, Ont.	1	323	3,100	Aug. 18	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week, time and one-half for Sunday shift and extension of vacation plan, following reference to conciliation board; concluded August 30; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1955 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars ⁽²⁾
	Estab- lish- ments	Workers			
Asbestos products factory workers, Peterborough, Ont.	1	150	450	Aug. 29	For a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay and retention of all wash-up and rest periods, following reference to conciliation board; unconcluded.
<i>Miscellaneous Products—</i> Upholsterers, Vancouver, B.C.	1	16	165	Aug. 4	For a new agreement providing for check-off, following reference to conciliation board; concluded August 18; negotiations; in favour of workers.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, North Bay, Ont.	3	80	400	Aug. 25	For increased wages to Sudbury rate; unconcluded.
Carpenters, Cornwall, Ont.	7	(⁶) 75	225	Aug. 29	For implementation of award of conciliation board for increased wages, four per cent vacation pay and continuance of union shop in new agreement under negotiations; unconcluded.
Painters, Calgary, Alta.	15	(⁷) 160	480	Aug. 29	For implementation of award of arbitration board for increased wages in new agreement under negotiations; unconcluded.
<i>Highway—</i> Road construction workers, Corner Brook, Nfld.	1	(⁸) 130	1,950	Aug. 15	For union recognition and agreement with increased wages and reduced hours; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and</i> <i>Local Bus Lines—</i> Bus drivers, Windsor, Ont.	1	300	1,500	Aug. 26	Protesting dismissal of a driver for cause; unconcluded.
<i>Miscellaneous—</i> Radio station employees, Ottawa, Ont.	1	25	125	Aug. 26	For a new agreement providing for increased wages, job classification and union security, following reference to conciliation board; unconcluded.

(¹) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(²) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(³) 130 indirectly affected; (⁴) 157 indirectly affected; (⁵) 45 indirectly affected; (⁶) 125 indirectly affected; (⁷) 75 indirectly affected; (⁸) 20 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1955 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accident in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													69
Struck by.....	3	16	1	10	7	20		11	1				
(a) Tools, machinery, cranes, etc.....		1		2	1	1		2					7
(b) Moving vehicles.....		3		3	1	10			1				25
(c) Other objects.....	3	12	1	5	5	9		3					37
Caught In, On or Between Machinery, Vehicles, etc.....		1		2	8	4		2	1				18
Collisions, Derailments, Wrecks, etc.....	15	11	3	3	4	8		28	7		2		81
Falls and Slips.....	5	9	3	7	5	18	2	9	1		5		64
(a) Falls on same level.....	2	1			1								4
(b) Falls to different levels.....	3	8	3	7	4	18	2	9	1		5		60
Conflagrations, Temperature Extremes and Explosions...	3	2	1	2	6	3							17
Inhalation, Absorptions, Asphyxiation, etc.....	1			7	1		1		1		1		12
Electric Current.....	1			1	5	8	11				2		28
Over-exertion and Industrial Diseases.....	3			5	7			7	1		3		26
Miscellaneous Accidents.....		1			1			1		3	1		7
Total, Second Quarter—1955	31	40	8	37	44	61	14	58	12	3	14		322
Total, Second Quarter—1954	26	45	5	42	54	46	10	52	11		18		309

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1955

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					6	9	2	9	3	2		31
Logging.....				1	7	8			1	20		40
Fishing and Trapping.....		1			1	3				2		8
Mining and Quarrying.....	2			2	9	10		3	5	4		37
Manufacturing.....		1	2	4	7	18	1	1	2	8		44
Construction.....	5				21	13	2	7	5	7	1	61
Electricity, Gas, Water Production and Supply.....												
Transportation, Storage and Communications.....			1		2	8	1	1	1			14
Trade.....	1			4	13	10	3	10	8	7	2	58
Finance.....					2	5		2	1	2		12
Service.....						2	1					3
Unclassified.....					3	7	1	1	2			14
Total.....	8	2	7	13	71	93	11	34	28	52	3	322